

Contemporary Amperex Technology Co., Limited

Labor Rights Protection Policy

1. Purpose

At Contemporary Amperex Technology Co., Limited (referred to as "CATL" or "the Company"), we are committed to our core values of "Refine, Enable, Strive, and Innovate." We uphold the rights and interests of our employees by ensuring equal employment opportunities, providing comprehensive training programs, offering fair career development prospects, and delivering a diverse range of benefits. Our goal is to foster a safe, healthy, comfortable, and harmonious work environment. Additionally, CATL extends its commitment to employee welfare by encouraging our upstream suppliers to uphold these same values. We strive to create a positive working environment throughout our supply chain. For further details, please refer to our *Sustainable Supply Chain Management Policy*.

This policy mandates that CATL comply with all applicable laws and regulations regarding labor rights protection. This includes, but is not limited to, *the Labor Law of the People's Republic of China, the Civil Code of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China*, as well as other relevant national and local laws and regulations, both domestically and internationally.

2. Scope of Application

This policy applies to all CATL employees, regardless of employment type, and encompasses the entire business operation process. We also encourage our suppliers, partners and other stakeholders to actively adhere to this policy and collaborate with us in safeguarding employee rights and interests.

3. Equal Employment and Anti-Harassment

3.1 CATL strictly complies with *the Labor Law of the People's Republic of China*, along with all other relevant national and international laws and regulations. We are committed to fostering a friendly and harmonious work environment, guided by international standards such as the International Labor Organization (ILO) conventions. CATL adheres to principles of equal employment and maintains a zero-tolerance policy toward discrimination. During the recruitment process, we follow the principles of openness and fairness. Position qualifications are made public, interview standards and procedures are transparent and equitable, and all candidates are treated equally. Hiring decisions are based solely on individual competence. CATL strictly prohibits any form of discrimination based on age, disability, ethnicity, gender, marital status, nationality, political affiliation, race, religion, sexual orientation, or union membership. Additionally, CATL does not require pregnancy tests or physical examinations from candidates unless mandated by applicable laws and regulations and deemed necessary for workplace safety. We do not discriminate based on examination results. To prevent conflicts of interest, interviewers with personal relationships to candidates must recuse themselves from the interview process.

3.2 CATL opposes all forms of workplace harassment and is committed to protecting employees from harassment, including sexual harassment, threats, and intimidation.

3.3 CATL regularly conducts anti-discrimination and anti-harassment training for all employees. We have established reporting procedures to address incidents of discrimination and harassment, and we take severe action against those found guilty. Any person suspected of criminal offenses will be referred to the appropriate judicial authorities.

4. Prohibition of Child Labor and Forced Labor

4.1 CATL strictly adheres to all relevant laws and regulations of the countries or regions in which it operates. This includes the prevention of involuntary labor and the assurance that all work is performed voluntarily. Involuntary labor is defined as any situation where individuals are transported, harbored, recruited, transferred, received, or employed for the purpose of exploitation through threats, coercion, force, abduction, fraud, or payment to those controlling the individuals. The retention of original identity

documents or government-issued travel documents is strictly forbidden. Additionally, CATL ensures that all employment contract terms are clearly communicated in a language that the employees understand.

4.2 CATL does not engage in human trafficking or employ individuals under conditions of slavery, forced labor, bonded labor, indentured labor, or prison labor of any kind.

4.3 CATL strictly prohibits the employment of child labor. Child labor is defined as employing individuals under the age of 16, those who have not reached the minimum legal employment age in their country or region, or those who have not completed compulsory education. Underage workers, defined as individuals aged 16 to 18, are also not employed by CATL in full-time positions. All full-time employees at CATL must be over the age of 18.

5. Employee Compensation and Promotion

5.1 CATL ensures that all employees are treated fairly in terms of salary, training, promotion opportunities, and other employment conditions, without discrimination based on race, religion, gender, nationality, age, marital status, disability, or sexual orientation.

5.2 CATL upholds the principle of equal pay for equal work, providing employees with wage standards that comply with the laws and regulations of the countries and regions where the Company operates. The wage structure is determined by rank and position.

5.3 CATL has implemented a performance-based incentive pay mechanism that applies to all employees. We share the Company's growth and achievements with our employees, encouraging them to develop and succeed alongside the Company.

5.4 CATL is committed to an open, fair, and impartial promotion process. We have established a scientifically-based promotion management system, continuously optimizing it to ensure that outstanding talent is recognized and given the opportunity to advance their careers within the Company.

6. Employee Rights and Human Rights Protection

6.1 CATL respects employees' rights to freely and voluntarily establish and join organizations that promote and protect their professional interests, in accordance with regulations. Employees are entitled to associate and assemble without fear of reprisal, threats, or harassment.

6.2 The labor union acts as the representative of employees' interests and serves as the primary coordinator of the relationship between the Company and its employees. Employees can voice concerns and negotiate with Company management through the labor union on matters that affect their essential interests. All CATL employees have the right to join the labor union.

6.3 We are committed to respecting and protecting human rights by identifying, mitigating, and preventing human rights risks within the Company and throughout our supply chains. This commitment is guided by human rights regulations outlined in the Responsible Business Alliance (RBA) Code of Conduct, *the United Nations Universal Declaration of Human Rights*, and other relevant standards and regulations.

7. Employee Benefits and Care

7.1 CATL is dedicated to fostering a positive and harmonious work environment by offering a range of comprehensive benefits, including:

- All employees receive benefits such as shuttle services, accommodation allowances, coverage through the five major social insurance programs, a housing provident fund, holiday benefits, supplementary leave, annual check-ups, gift packages, and team-building activities. Additionally, we provide commercial insurance covering medical, life, and accident needs.
- We support employees' work-life balance by providing indoor basketball courts, dance rooms, and other activity centers and fitness facilities. We encourage participation in sports, hobby associations, and cultural activities. We also organize free movie events, Magpie Club matchmaking parties, group weddings, and other activities to enhance employees' well-being.
- To address employees' housing needs, we offer various forms of free dormitories, housing subsidies, affordable housing options, and talent apartments. We also host monthly open days for employees' families to familiarize them with the Company.

- Employees are entitled to welfare leave, including 10 days of paid one-child care leave per year and 10 days of paid parental leave per year before the child turns three. We support employees' children's education by funding school construction and collaborating with local education departments.
- Female employees receive paid leave for antepartum testing, maternity leave, and breastfeeding leave. We provide "mothers' rooms" at all bases to create a comfortable and safe environment for breastfeeding.
- CATL has established the CATL Mutual Aid Emergency Fund to assist employees and their families in urgent situations, such as illness, injury, or disaster, to help alleviate their financial burdens.

7.2 CATL operates an Employee Assistance Program (EAP) year-round, promoting physical and mental well-being. We offer comprehensive mental health services to all employees, enhancing personal happiness and organizational positivity. Our team of EAP specialists provides in-depth support for and timely responses to employees' psychological needs, helping them manage stress, and fostering their personal development and self-realization.

8. Employee Growth and Development

8.1 CATL promotes a culture of "Quick Learning" and is dedicated to creating a learning organization. We encourage employees to enhance their skills through continuous learning, which in turn boosts overall team effectiveness. Based on thorough research, we develop training plans that cover various areas, including management skills, professional expertise, industry knowledge, and personal development.

8.2 CATL offers three main training programs for all employees: general skills, professional courses, and leadership development. These include "New Employee Training," basic skills training, specialized skills courses, and leadership training programs.

8.3 CATL supports academic advancement and certification programs, as well as comprehensive skill development training. Our aim is to foster a fair and open talent environment that supports both individual growth and the Company's success.

9. Employee Health and Safety

For detailed information on our occupational health and safety systems, please refer to the *CATL Occupational Health and Safety Management Statement*.

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