

Contemporary Amperex Technology Co., Limited Company Rules on Protecting and Rewarding Informers Reporting Behavior in Violations of Laws and Non-compliance of CATL' s Code of Conduct

1. Purpose

Based on the requirements in the Code of Conduct of Contemporary Amperex Technology Co., Limited ("CATL" or "the Company") and the actual situations of the Company, the Rules are established to protect legitimate rights and interests of informers, encourage partners (clients, suppliers, etc.) and the public to report behaviors in violation of laws and non-compliance of code of conduct, gather more information about violations, motivate partners (clients, suppliers, etc.) and the public to find information about behaviors in violation of laws and non-compliance of code of conduct, protect interests and the image of the Company, stick to the operation philosophy of "**Compliance, honesty and mutual benefits**" , guide the Company and individual behaviors towards better compliance, strengthen the investigation, punishment and deterrence against the behaviors that infringe on the interests of the Company, and create good operation environment.

2. Scope of application

2.1 The Rules are applicable to CATL , its branches, and holding subsidiaries.

2.2 Behaviors in violation of laws and non-compliance of code of conduct in this Rules refer to violations of *Code of Conduct* of CATL, commercial bribery specified by laws and regulations, infringement of property rights, infringement of commercial secrets, violation of non-competition regulations, official misconduct and abuse of power.

3. Reporting channels and methods

3.1 CATL Code of Conduct Commission (COC) sets up dedicated reporting hotline and email and accepts complaints or reports from partners (clients, suppliers, etc.) and the public against suspected violations of codes and laws.

The reporting hotline: 19959356699 and 0593-8903598 (fax).

Reporting email: CATL-COC@catl.com.

Address: COC Consulting Office, F17 CATL Technology Building, No. 2 Xin' gang Road, Zhangwan Town, Jiaocheng District, Ningde City, China.

3.2 COC contacts informers via special reporting email and informers should obtain reporting passwords at the time of reporting. The reporting passwords will be checked when response is sent or reward is given to the informers.

4. Handling of reported information

4.1 COC will evaluate reported information. For violations of codes or laws with clear facts and resulting in loss or potential loss of CATL, COC will register and investigate.

4.2 Reports of violations should be handled by a specially assigned person at a special place or via dedicated email or telephone.

4.3 Reported information should be kept confidential by a specially assigned person and not be provided to any one unless permission from COC Chairman is obtained.

4.4 Reporting materials should be kept in confidence. It is strictly prohibited to disclose any reporting contents and personal information of informers or to provide any reporting materials to any individuals or departments being reported.

4.5 If the reported information is found to be true, CATL should provide material reward to informers providing information and assisting in investigations. Such reward only goes to real-name informers in principle. Anonymous informers contributing greatly to investigation and punishment of reported cases will be rewarded appropriately after evaluation by COC.

5. Reporting reward fund and rewarding methods

- 5.1 CATL sets up a reporting reward fund under the management by COC Consulting Office.
- 5.2 COC should determine the amount of rewards based on nature and circumstance of violations as well as value of reported information. For an individual case, no more than RMB 200,000 will be rewarded in principle, expect when special contribution is made for reporting and approval for more reward from CATL President is obtained.
- 5.3 If several people report the same violation jointly, only one reward will be granted. In principle, in such cases only the informer giving the earliest report or contributing most to case investigation will be rewarded.

6. Management of informers being framed up or retaliated

- 6.1 Individuals retaliating informers or having informers retaliated will be dealt with seriously according to CATL Code of Conduct; if crime is involved, such individuals will be transferred to the judicial authority.

7. Safeguard measures for informers

- 7.1 CATL will retain right of partnership and provide additional rewards for partners including clients and suppliers taking initiative to report violations. CALT will exempt partners proactively reporting violations or providing valuable information from relevance to such violations and retain their right of partnership.
- 7.1.1 If a partner voluntarily reveals to CATL the fact that it has actively or passively offered unfair benefits to CATL staff and associated persons, CATL will maintain business cooperation with such partner and will exempt it from violations it has described and relevant punishment.
- 7.1.2 If a partner actively assists CATL in investigation of reported violations and admits its violations voluntarily, CATL will mitigate its liability for such



violations; if information concerning violations provided by such partner is beyond the knowledge of CATL, CATL will exempt it from punishment within the power of CATL.

Contemporary Amperex Technology Co., Limited

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