

Contemporary Amperex Technology Co., Limited

Labor Rights Protection Policy

1. Purpose

Adhering to the core values of “Refine, Enable, Strive and Innovate,” Contemporary Amperex Technology Co., Limited (hereinafter referred to as “CATL” or “the Company”) protects employees’ rights and interests, provides employees with a complete training mechanism, fair development opportunities and abundant and diversified benefits based on the principle of equal employment, and continues to create a safe, healthy, comfortable, warm and harmonious working environment.

This policy requires CATL to comply with all laws and regulations related to the protection of labor rights, including but not limited to: relevant laws and regulations on the protection of labor rights and interests in China, such as *the Labor Law of the People's Republic of China*, *the Civil Code of the People's Republic of China*, *Personal Information Protection Law of the People's Republic of China*, and other relevant national and local laws and regulations at home and abroad.

2. Scope of Application

CATL ensures that this policy covers all employees (including all forms of employment) and the whole process of business operation. We also encourage suppliers, partners and other stakeholders to actively abide by this policy and work with us to safeguard the rights and interests of employees.

3. Equal Employment and Anti-harassment

3.1 The Company strictly abides by *the Labor Law of the People's Republic of China* and other relevant national and local laws and regulations at home and abroad, we are also committed to creating a friendly and harmonious working environment according

to relevant international standards such as *the International Labor Organization (ILO)* conventions, and adheres to the principles of equal employment and zero tolerance for discrimination. In the recruitment process, we adhere to the principle of "openness and fairness". The qualifications for the position are required to be made public, the interview standards and procedures are fair, and the candidates are treated equally, and talent are introduced based on the individual competence. CATL prohibits any discrimination based on age, disability, ethnicity, gender, marital status, nationality, political affiliation, race, religion, sexual orientation, or union membership. Meanwhile, CATL shall not force candidates to have pregnancy tests or physical examinations, except for those required by applicable laws and regulations and carefully considered for workplace safety, and shall not discriminate against because of the examination results. In addition, interviewers who are related to candidates should follow the principle of avoidance and should not participate in interviews with candidates.

3.2 CATL opposes workplace harassment and protects employees from harassment at work, including sexual harassment, threats, and intimidations.

3.3 CATL regularly conducts anti-discrimination and anti-harassment training for all employees, and formulates corresponding reporting procedures to severely deal with those who commit discrimination and harassment. Persons suspected of criminal offences will be transferred to judicial authorities.

4. Prohibition of Child Labor and Forced Labor

4.1 Recruitment shall comply with the relevant laws and regulations of the country or region, including but not limited to: Prevent involuntary labor and ensure that all work is voluntary. Involuntary labor includes transporting, harboring, recruiting, transferring, receiving or employing persons for the purpose of exploitation by means of threat, coercion, force, abduction, fraud or payment to anyone in control of the persons. It is forbidden to detain the original identity and travel documents issued by the government. CATL also ensures that the employment conditions of the contract signed with the workers are clearly expressed in the language understood by the employees.

4.2 CATL shall not engage in human trafficking or employ slaves, or forced, bonded, indentured or prison labors of any kind.

4.3 CATL shall not employ child labor. Child labor refers to laborers under the age of 16, who have not reached the minimum employment age in the country/region where they are located or who have not completed the compulsory education in the country/region where they are located; underage workers refer to laborers who are over 16 years old but under 18 years old. All full-time employees employed by CATL refer to workers over the age of 18.

5. Employee Compensation and Promotion

5.1 CATL will not discriminate against or treat employees unfairly in terms of salary, training, promotion opportunities, etc. on the basis of race, religious belief, gender, nationality, age, marital status, disability and sexual orientation.

5.2 CATL adheres to the principle of equal pay for equal work, and provides employees with wage standards that meet the requirements of laws and regulations of the country and region where the Company operates. The wage structure varies with the rank and position.

5.3 CATL has established a performance-based incentive pay mechanism, which covers all employees. CATL shares the achievements of the Company's development with employees, and encourages employees to grow and develop together with the Company.

5.4 In terms of promotion management, CATL adheres to the open, fair and impartial principle, and has established a scientific promotion management process through continuous optimization to ensure that outstanding talent can be identified in the Company and achieve personal career development.

6. Employee Rights and Human Rights Protection

6.1 The Company will observe the right of employees to freely and voluntarily establish and join organizations for the purpose of promoting and preserving their professional interests, while complying with regulations. The employees are entitled to associate and assemble freely without fear of reprisal, threat or harassment.

6.2 The labor union is the spokesperson for the interests of the employees and the main coordinator of the relationship between the Company and the employees. For issues related to the vital interests of the employees, the employees can make appeals through the labor union and negotiate with the Company management. All employees of CATL are eligible to join the labor union.

6.3 We respect and protect human rights and do our best to identify, reduce and prevent human rights risks in the Company and supply chains by referring to the human rights-related regulations in the RBA (Responsible Business Alliance) Code of Conduct, *the United Nations Universal Declaration of Human Rights* and other standards and regulations.

7. Employee Benefits and Care

7.1 CATL actively creates a happy and harmonious working atmosphere for employees, and provides all employees with good welfare benefits, including but not limited to:

- Provide benefits such as shuttle bus to and from work, lodging allowance, five major social insurance programs and housing provident fund, commercial insurance, annual physical examination, gift packages, and team building activities.
- Pay attention to the work-life balance of employees. Provide employees with indoor basketball courts, dance rooms and other activity centers and fitness facilities, encourage employees to participate in or form hobby associations, hold festival and cultural activities, free movie activities, and occasionally hold Magpie Club match-making parties and group weddings, etc., to help employees create a happy life.
- Care for employees' family life and health. The Company provides different forms of free dormitories for employees, and provides employees with preferential measures such as housing subsidies, affordable housing, and talent apartments to help solve the housing problem of employees. Meanwhile, CATL has an open day for employee family members every month to help employees' families know the Company better.
- Pay attention to the rights and interests of female employees. The Company provides female employees with paid leave such as antepartum testing leave,

maternity leave and breastfeeding leave and sets up a "mothers' room" in the office building to provide a comfortable and safe environment for breastfeeding female employees.

- Help employees in need. CATL established the CATL Mutual Aid Emergency Fund, which is used for employees and their families who are in urgent need (such as illness, injury or disaster), to reduce their financial burden.

7.2 CATL carries out the EAP (Employee Assistance Program) all the year round, advocates talent philosophies based on physical and mental health, provides three-dimensional mental health services for all employees, enhances personal happiness, and promotes the "positive energy" of the organization. With the help of a thriving team of EAP specialists, the Company has an in-depth understanding of and timely responses to the psychological demands of employees, precisely strengthens employees' sense of efficacy in coping with stress, and promotes their sustainable development and self-realization.

8. Employee Growth and Development

8.1 CATL advocates the culture of "Quick Learning" and is committed to building a learning organization. We encourage employees to improve their personal abilities through continuous learning, and ultimately improve the overall effectiveness of the team. On the basis of sufficient research, we formulate training plans covering various aspects such as management ability, professional skills, industry knowledge, and professional accomplishment.

8.2 CATL provides all employees with three major course systems covering general strength, professional courses and leadership courses, including "New Employee Training," basic skill training, skills training and leadership training programs.

8.3 CATL provides academic upgrading and certification program as well as all-round ability improvement training for company employees, so as to build a fair and open talent environment, and realize the common growth of talent and the Company.

9. Employee Health and Safety



For details about occupational health and safety related systems, please refer to *CATL Occupational Health and Safety Management Statement*.

Contemporary Amperex Technology Co., Limited

Date: June 2023