CATL

2024

Environmental, Social and Governance (ESG) Report

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Report Preparation Instructions

This is the fourth Environmental, Social, and Governance (ESG) Report released by CATL, presenting stakeholders with the Company's principles, approaches, initiatives, and progress in sustainability.

Scope of Report

This report covers Contemporary Amperex Technology Co., Limited and its subsidiaries (hereinafter referred to as "CATL" or the "Company"). The scope of this report is consistent with the that of the Consolidated Financial Statements of CATL (stock code: 300750.SZ). For data coverage, please refer to the "ESG Data Sheet & Appendix" section.

Reporting Period

This report serves as the annual report for the period spanning from January 1, 2024 to December 31, 2024. Any information outside of this reporting period has been provided with relevant context where necessary.

Basis of Preparation

This report is prepared in accordance with the Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange-Sustainability Report (For Trial Implementation) and the Self-Regulatory Guidelines No. 2 for Companies Listed on the ChiNext Market of Shenzhen Stock Exchange - Standardized Operation of Companies (Revised in December 2023). This report also refers to Self-Regulatory Guidance No. 3 for Companies Listed on the ChiNext Market of Shenzhen Stock Exchange - Preparation of Sustainability Report, Appendix I Requirements for the Disclosure of the Social Responsibility Report of Listed Companies to the Self-Regulatory Guidelines No. 1 for Companies Listed on the ChiNext Market of Shenzhen Stock Exchange - Business Processing (Revised in 2024) and the China Corporate Sustainability Disclosure Standards General Standards (Trial) issued by the Ministry of Finance of the People's Republic of China.

The preparation process of this report complies with the Sustainability Reporting Standards (2021 Edition) ("GRI Standards") of the Global Sustainability Standards Board (GSSB). This report also refers to the United Nations Sustainable Development Goals (SDGs) and the key issues concerned by mainstream ESG ratings at home and abroad.

Principles of Preparation

Accuracy

This report ensures that the information is as accurate as possible. For the calculation of quantitative information, standard terms, units, and measurement methods that are commonly recognized both at home and abroad are adopted. When data is cited, the source is indicated. The data scope. calculation basis, and assumed conditions are all explained for the results to ensure that calculation errors will not have a misleading impact on the users of the information hereof. The Board of Directors assures the absence of false records, misrepresentations, or significant omissions in this report.

Balance

This report presents objective facts and impartially discloses both positive and negative information about the Company. Throughout the reporting period, the Company did not identify any significant negative events that should have been disclosed but were not.

Clarity

This report is published in simplified Chinese and English, with the Chinese version taking precedence in the event of any inconsistencies between the two. Supplementary tables, model diagrams, and glossaries are included in this report to complement the text. To facilitate stakeholders in accessing pertinent information efficiently, this report includes the contents and an index table of ESG standards. For specialized terms involved, a glossary is provided in the appendix of this report.

Completeness

Unless otherwise specified, this report covers Contemporary Amperex Technology Co., Limited and its subsidiaries. It is the same case with the annual report.

Timeliness

This annual report is released concurrently with CATL's 2024 Annual Report, offering stakeholders timely information to support decision-making.

Data Description

The information and quantitative data presented in this report originate from the Company's original records or annual reports reflecting actual operations. In cases of inconsistency with the Company's annual financial statements, the latter shall prevail.

The financial data in this report are all in RMB.

Contact Us

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Comparability

This report reveals ESG quantitative performance indicators for the current period and historical data when feasible. This report maintains consistency in the collection, measurement, and calculation methods of the same indicator across different reporting periods. If there are any changes in the collection, measurement, and calculation methods, the relevant data will be retrospectively adjusted in the report, and a full explanation will be provided to enable stakeholders to conduct insightful analysis and evaluation.

Sustainability Context

The Company, considering the characteristics of its scope and business operations, identifies the material ESG topics from the perspective of dual materiality. The analysis process and results of these topics can be found in the "Assessment and Management of Material Topics" section of this report.

Verifiability

All the sources and computation processes of quantitative data disclosed in this report are traceable and can be used for external verification.

Governance

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Message from the Leader

2024 marks the 20th anniversary of the proposal of the Environmental, Social and Governance (ESG) concept by the United Nations Global Compact (UNGC), and also the 30th anniversary of the entry into force and implementation of the *United Nations Framework Convention on Climate Change* (UNFCCC). Over the past decades, ESG has gradually become an important force in driving industrial sustainable transformation and advancing global sustainable development.

CATL has always seen it as its mission and duty to drive progress in the global clean energy movement. From the industrialization of achievements in the new energy sector to the renewable transition across industries, CATL has consistently adhered to the spirit of "openness and win-win cooperation". Through innovations across technology and business models. we've worked hand in hand with all sectors to build an efficient, smart, and zero-carbon infrastructure system. Thanks to the trust and support of all stakeholders, our products have been sold across 66 countries and regions around the world. In 2024, the global market share of EV batteries manufactured by CATL reached 37.9%, ranking first in the world for eight consecutive years. The shipment volume of energy storage batteries reached 110 GWh, a year-on-year increase of 48.6%, topping the global market for four consecutive years (data from SNE Research). To date, CATL has seen its batteries installed in approximately 17 million vehicles, equivalent to the reduction of around 800,000 barrels of crude oil consumption per day.

Over the past year, we've been consistent on strengthening our fundamental capabilities and unleashing our imagination, to leave a mark on the global energy transition. As of the end of 2024, the Company has been granted and applied for over 43,000 patents. We drive high-quality industry development through innovation and build a zero-carbon society and lifestyle with technology. The release of the world's first ultrasafe skateboard chassis—Bedrock—redefines the new safety standards for intelligent chassis. The debut of the Freevoy Super Hybrid Battery opens a new era of "large-capacity" extendedrange hybrids for passenger vehicles The unveiling of the Tectrans Battery lineup turns a new page in the electrification of commercial vehicles. The launch of the TENER energy storage system, with its highly efficient and reliable solution featuring zero capacity and power degradation over five years, has further accelerated the large-scale implementation and highquality development of energy storage batteries. The initiation of the Choco-Swap ecosystem also provides users with a more convenient and economical electric mobility experience with a one-stop battery solution.

Over the past year, we've stuck to the pathway of maintaining high standards to continuously inject strong momentum into

the development of the industry. In 2024, we launched the thirdgeneration NP (No Propagation) technology, which can not only ensure that the battery system does not catch fire or spread after thermal runaway, but also further achieves no smoke emissions. In response to the absence of testing for largescale energy storage systems and equipment, we established the Xiamen Shizheng Energy Storage Technology Research Institute to develop our capabilities in the complete set testing and rise as a leader in the development of the energy storage industry. Focusing on the nitty-gritty of vehicle-grid interaction, we proposed the concept of two-way integration and interaction between batteries and the power grid (Battery to Grid, B2G), hoping to enable the multi-dimensional economic and social benefits of batteries to radiate towards more fields. Through the LRS (License Royalty Service) model, CATL provides technical and service support to global automakers and battery enterprises, with an intention to support the widespread implementation of high-standard development models globally.

Over the past year, we have adhered to laying a more solid foundation of sustainability to earnestly fulfill the responsibilities and obligations of corporate citizenship. In 2024, CATL has seen the proportion of zero-carbon power in its core operations

further increased to 74.51%, and launched of nine "zero-carbon" factories, contributing to a decrease of 20.97% year-on-year in greenhouse gas emission intensity per unit of product. On the social welfare front, CATL has intensively engaged in various public welfare programs such as community development, educational assistance, emergency disaster relief, environmental protection, and cultural and sports undertakings. Through means like capital donations and volunteer services, we've earnestly fulfilled our responsibilities as a corporate citizen and promoted the co-creation of social value, as exemplified by the launch of Xiadang Zero Carbon Demonstration Base that has achieved an organic combination of scientific and technological innovation and rural revitalization. We held the first "CATL ESG Forum" to accelerate the infiltration of the idea and awareness of sustainable development into the value chain, promoting the collaborative innovation and development of upstream and downstream enterprises in the industrial chain.

On the road to a green future, CATL always adheres to the core concepts of scientific and technological innovation and sustainability. We will continue to make contributions to the global energy transition through innovation in material and electrochemistry systems, system structures, green extreme manufacturing, and new business models. CATL, together with global partners, will infuse vigorous momentum into global sustainability, and contribute innovative solutions to the building of a community with a shared future for mankind.

Chairman, Contemporary Amperex Technology Co., Limited Dr. Robin Zeng



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Overview of CATL

CATL, a global leader in new energy technologies, is dedicated to offering top-notch solutions and services for new energy applications worldwide. The Company was founded in 2011, with its headquarters located in Ningde, Fujian Province, China. CATL was listed on the ChiNext Market of the Shenzhen Stock Exchange in 2018, with the stock code of 300750.SZ.

Vision, Mission, and Values



Rooted in Chinese civilization and embracing global culture, striving to be a world-class technology innovator, delivering superior contributions to green energy for the world, and providing a platform of pursuing spiritual and material well-being for employees!



Innovating for customers!



Refine Enable Strive Innovate







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CATL

Business Scope

The Company, as a global leader in new energy innovative technologies, is mainly engaged in the R&D, production, and sales of EV batteries and energy storage batteries. The Company aims to promote the replacement of mobile fossil energy and stationary fossil energy by utilizing electrification + intelligentization to realize integrated innovation for market applications. As of the end of the reporting period, the Company has established six major research and development centers and thirteen battery manufacturing bases worldwide, covering the most extensive global customer base in the power and energy storage sectors.

With years of expertise in the lithium-ion battery industry, the Company has developed a highly efficient, autonomous, and fullchain R&D capability. It holds core technological advantages and a forward-looking research and development layout in various fields of the battery industry chain, including battery materials, battery systems, and battery recycling. Through the innovation in material and electrochemistry system, the structure system innovation, the green extreme manufacturing innovation and the business model innovation, the Company provides world-class solutions and services for global new energy applications. It has established a comprehensive and advanced product matrix, which can be applied to various fields such as passenger vehicles, commercial vehicles, front-of-the-meter (FTM) energy storage systems, behind-the-meter (BTM) energy storage systems, as well as emerging applications in construction machinery, ships, and aircraft, able to meet the diversified needs of different customers.

The Company is dedicated to providing world-class EV and energy storage battery products and related innovative solutions for global new energy applications. Specifically:



EV Battery System

The Company's EV batteries include cells, modules/enclosures and packs. The Company provides a variety of chemical structures covering a broad range of energy density, such as LFP batteries, high-voltage and mediumnickel NCM batteries, high-nickel NCM batteries, sodium-ion batteries, M3P batteries, and condensed batteries, which feature fast charging, long service life, long range, high level of safety, and wide temperature adaptability. The Company provides personalized product solutions through customization or joint R&D as required by application fields and customers to meet varied customer demands for product performance.

In terms of applications in passenger vehicles, the Company's products can be applied in different market segments such as BEVs. PHEVs and HEVs, and are widely used in private cars and operating vehicles. For commercial applications, our products can be applied in buses/coaches and commercial vehicles for road passenger transportation, urban distribution, heavy-duty transportation, and road cleaning. In addition, our products also feature high energy density, high power and a high level of safety, and can also be utilized in electric tools, electric two-wheelers and more.

Energy Storage Battery System

solutions for energy storage. Its energy storage batteries are widely applied in both FTM and BTM energy storage systems, including utility energy storage, industrial and commercial energy storage, and data center energy storage.

developed a variety of customized cells for energy storage on power generation, power transmission, electricity distribution and end-user applications, which feature a broad capacity range, ultra-long service life, high level of safety and wide temperature adaptability.

intelligent liquid-cooling temperature control, high-efficiency CTP (Cell-to-Pack) integration, and NP to introduce outdoor liquid-cooling battery cabinets like EnerOne and EnerOnePlus, along with container-based liquid-cooling battery cabinets, including EnerC, EnerCPlus, EnerD, and EnerX, designed for all climate scenarios. The Company also launches the TENER Energy Storage System, the world's first product with zero power and capacity degradation over the first five years of use, featuring a single container energy capacity of up to 6.25 MWh. This product boasts high safety, long lifespan, and high integration advantages. For BTM energy storage systems, the Company's products cover all voltage platforms from low voltage to medium voltage to high voltage, making them suitable for various application scenarios. The UniC series is characterized by a long lifespan, simplified operation & maintenance, and low auxiliary sources, meeting the needs of commercial and industrial energy storage. The PU100 series offers high safety, high power, and easy maintenance, making it ideal for data center energy management.

Emerging Application Fields and Innovative Solutions

construction machinery, ships, and aircraft. The Company continuously introduces innovative solutions, including skateboard chassis, Choco-Swap battery swap solutions for passenger vehicles, and Qiji battery swap solutions for heavy-duty trucks.

Battery Materials and Recycling

as nickel, cobalt, manganese, lithium, phosphorus, iron, aluminum and copper in battery waste for processing, purification and synthesis, the Company is able to produce cathode materials, NCM precursors, phosphorus iron precursors and lithium salts, which are used for manufacturing lithium-ion batteries. It also recycles metals such as copper and aluminum through third parties, so that all critical metals required for battery manufacturing can be effectively recycled.

the Company invests, builds, and operates lithium, nickel, cobalt, phosphorus and related product projects through self-construction, equity investment or joint venture.



Sustainable Development Governance

Governance

- I

Global Landscape

By the end of the reporting period, CATL has established production bases across the battery, battery material and recycling, and battery mineral resources segments of the industry chain. Leveraging global resource advantages, the Company propels the continued high-quality advancement of the battery industry chain.

Main Battery Production Bases

China: Ningde, Fujian Province; Xiamen, Fujian Province; Xining, Qinghai Province; Liyang, Jiangsu Province; Yibin, Sichuan Province; Zhaoging, Guangdong Province; Lingang, Shanghai; Yichun, Jiangxi Province; Guiyang, Guizhou Province; Jining, Shandong Province; and Luoyang, Henan Province

Overseas: Thuringia, Germany; and Debrecen, Hungary



Main Resources, Materials, and Recycling Bases

China: Ningde, Fujian Province; Liyang, Jiangsu Province; Chengdu, Sichuan Province; Yichun, Jiangxi Province; Foshan, Guangdong Province; Changsha, Hunan Province; and Yichang, Hubei Province

Overseas: Morowali and Weda Bay in Indonesia

Sustainable Development Governa

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CATL's Strategies

Guided by " Development in Three Directions" and "Innovation in Four Dimensions", the Company is driving the development of various business areas. The Company is committed to revolutionary battery technology innovation and large-scale commercialization, promoting the application of EV batteries and energy storage batteries, and reducing humanity's reliance on fossil fuels by providing integrated innovation and zero-carbon solutions, thereby supporting global sustainable development.



Innovation is in CATL's blood, both in its product innovation, as well as its sustainable development practices. Guided by the "development in three directions", the Company has established four-pronged innovation systems: "Innovation in Material and Electrochemistry System", "Structure System Innovation", "Green Extreme Manufacturing Innovation", and "Business Model Innovation". These innovation systems support the development of various business operations, and the Company practices open innovation to implement these systems. The Company will integrate digital and intelligent technologies into R&D, manufacturing, sales, and management, improving the efficiency of electrochemistry system innovation, cell development and design, and manufacturing process design. This will enable the efficient transformation and large-scale, high-quality production of scientific research into technology, products, and commodities, ensuring that the Company remains at the forefront of market competition.

Innovation in Material and Electrochemistry System

The Company will continue to enhance smart development platforms such as high-throughput material integration computing platforms. By leveraging advanced algorithms and computational power, and utilizing proven platform technologies, the Company will simulate and design materials at the atomic level. This will help identify combinations of material genes, efficiently screen potential electrochemistry systems, and carry out comprehensive innovations in materials and electrochemistry systems, thereby accelerating battery design and maintaining the Company's foresight and leadership in the development of new products and technologies.

Green Extreme Manufacturing Innovation

The Company aims to establish a green and efficient extreme manufacturing system that ensures the safety and reliability of battery products throughout their lifecycle. Through continuous R&D investment and experience accumulation, the Company has launched the prismatic super line (PSL) and deployed it to various production bases, achieving the industryleading DPPB level in product failure rate at cell level. In the future, the Company will continue to use technologies such as big data, cloud computing, digital twins, and 3D printing to enhance industrial digitalization, and optimize production processes, product quality, and production efficiency, aiming to build a "TWh" level of high-quality delivery capacity.

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Innovation in Four Dimensions



The Company optimizes the structure system design for battery packs and chassis integration through digital design tools and methods. It continuously iterates and upgrades technologies such as CTP and CTC, further enhancing the integration of battery systems and skateboard chassis products, introducing more efficient, safer, and economical products that improve the key performance of NEVs and energy storage systems, and effectively supporting the development of NEVs and the application of energy storage systems.



The Company will leverage the advantages of its existing business and continuously explore and expand new application fields, aiming to apply innovative technologies and products to more scenarios, including engineering machinery, ships, and aircraft, and introduce Choco-Swap, Qiji and other innovative battery swap solutions. At the same time, the Company will combine its rich experience in carbon reduction across its core operations and supply chain, actively promote zero-carbon technology products and solutions starting from regional pilot projects, supporting the development of regional zero-carbon ecosystems and the green and low-carbon transformation of various fields.

Environment

Sustainable Development Governance

Sustainable Development Philosophy

In pursuit of industrial and global sustainable development and its objectives, CATL integrates ESG principles into its daily operations and management, leveraging robust ESG management to achieve its sustainability goals.

Sustainable Development Guidelines			
All-win Harmony	Innovate to Achieve	Legitimate Operation	Eco-friendly
Sustainable Development Commitments			

CATL responds positively to the SDGs. While providing innovative products and services, CATL integrates the concept of sustainable development management into all aspects of its business operation, establishes a sustainable development management system, adheres to ethical and compliance management, and continuously strengthens communication with stakeholders to ensure the sustainable development of CATL and benefit our customers and society.

* For details, see "Sustainability" column on CATL's official website.

In October 2024, CATL hosted the first "CATL ESG Forum - Industrial Chain Collaborative Innovation Seminar" and focused on critical topics such as global ESG challenges, responsible supply chain management, and the zero-carbon future. By bringing together stakeholders from upstream and downstream segments of the industrial chain, the forum aims to foster collaboration and innovation in addressing the increasingly stringent global regulatory requirements and emerging sustainability challenges.



In the global pursuit of sustainable development, enterprises are no longer isolated entities but integral components of an ecosystem that collectively shape the future. The "CATL ESG Forum - Industrial Chain Collaborative Innovation Seminar", upholding a global perspective, aimed to create an open platform for discussions about the future by bringing together industrial chain leaders and experts with forward-thinking ideas and concrete actions.

With the theme of "Gather Energy, Building a New Sustainable Ecosystem at CATL", the forum focused on three topics: addressing ESG challenges in the globalization of enterprises, strategies for charting a responsible future path, and jointly creating a zerocarbon future. Through various forms such as keynote speeches, roundtable discussions, and group discussions, CATL and its supply chain partners conducted in-depth discussions and exchanges on pressing ESG topics.

The forum gathered more than 300 representatives from around the world, including industry leaders, academic experts, and NGO members. Participating suppliers spanned the entire industrial chain, encompassing enterprises across multi-tier supply networks such as mines, refineries, and processing plants. Together, they explored how to address complex challenges in the ESG field and advance the sustainability of the lithium-ion battery industry. The forum also aimed to spark the potential for collaborative innovation across the industrial chain, fostering joint efforts to tackle critical challenges such as climate change, resource scarcity, and social transformation, thereby promoting a harmonious balance between economic growth and ecological conservation.



Accreditation and Honor

Mainstream ESG Ratings

- MSCI ESG Rating: AA
- Orporate Sustainability Assessment (CSA) (January 2025): 58 points
- Sustainalytics ESG risk score:19.2 points (low risk)
- Refinitiv ESG score: 78 points

ESG Honors

Forbes China "2024 China ESG 50"

Included in S&P Global's Sustainability Yearbook 2024 (China Edition)

- 2024 Fortune China "ESG Impact List"

Selected in Hang Seng (China A) Corporate Sustainability Index

Corporate Governance Honors

- 👰 Shenzhen Stock Exchange Information Disclosure Assessment: A-Rating (for five consecutive years)
- 🙊 "Excellent Practice Case of the Board of Directors of Listed Companies in 2024" and "Best Practice Case for Office of the Board of Directors of Listed Companies in 2024" by the China Association for Public Companies (CAPCO)

R&D and Innovation Honors

- 👰 The project titled "Key Technologies of EV Battery R&D and Manufacturing for Large-Scale Industrialization" led by CATL was honored with the second prize of National Scientific and Technological Progress Award
- 👰 Wu Kai, the Chief Scientist of CATL, was awarded the Science and Technology Awards of the Ho Leung Ho Lee Foundation.

Employment Honors

- (2024 Forbes China Best ESG Practice Employer" of the Year
- SHL (Saville & Holdsworth Ltd) "2024 Talent Recruitment Excellence Award"
- LinkedIn's "2024 Global Graduate Attractive Employer"

* Only part of external recognition and honors, as of December 31, 2024.

Sustainability Management Structure

The Corporate Sustainability Management Committee (the "Committee") is headed by the Secretary of the Board of Directors, with relevant senior managers and department heads as its members. The Committee oversees and decides on the planning and decisionmaking on major matters related to the CATL's sustainable development. The Committee members have diverse backgrounds in gender, age, and expertise, providing top-level support for better addressing of sustainability challenges.

The Corporate Sustainability Management Council (the "Council") established under the Committee consists of key members from various business departments. The Council is responsible for developing the overarching blueprint and executing sustainability management initiatives across the Company. During the reporting period, CATL supplemented and optimized the members of the Council to align with the needs of business development, further strengthening the connection and integration between sustainability efforts and business operations. Under the Council, a Group Working Group and a Working Group for Subsidiaries and Branches are established. Special project teams are also set up focusing on key areas including "Zero-Carbon Strategy" and Sustainable Information Platform to ensure the effective, hierarchical, and focused implementation of the Company's sustainability initiatives.

During the reporting period, CATL appointed ESG specialists in each department at its headquarters, responsible for promoting ESGrelated matters within their respective departments in alignment with sustainable development business requirements. Subsidiaries and branches, both at domestic and overseas, have also established corresponding sustainability management structures or appointed ESG officers based on their operational needs. These officers are responsible for implementing the Group's sustainability strategies, policies, and relevant laws and regulations required in their operation locations.

To further advance and promote sustainability management performance, CATL has incorporated ESG performance into annual performance indicators and assigned these targets to relevant departments as a key component of departmental performance evaluations.



Note: Due to space limitations, the above subsidiaries and branches are only shown in abbreviated forms.

Assessment and Management of Material Topics

Double Materiality Assessment Process

The identification of material topics is a crucial part of CATL's ESG management, helping focus on key areas and clarify ESG strategic planning and working priorities. In 2024, CATL referred to relevant domestic and international sustainability standards¹ and conducted the "double materiality identification and analysis" for sustainability topics. Based on industry characteristics and business operations, the Company identified the short-term, medium-term, and long-term financial impacts of these topics, as well as the actual and potential effects of its performance on economic, social, and environmental aspects. The detailed analysis process is as follows.

Double Materiality Assessment Process

Understanding the background of the Company's activities and business relationships

- · The Company analyzes its internal activities and business relationships, including the sustainability-related impacts of the upstream and downstream along the value chain.
- The Company understands the external objective environment, including macro policies, industry policies, regulatory requirements, and industry hotspots in 2024, and identifies the potential impacts on the Company.
- · The Company understands, sorts, and classifies the main affected key stakeholders, including internal and external stakeholders.

Establishing a topic list

· Based on the 21 topics set in the Guidelines of the Shenzhen Stock Exchange, the Company, combined with regulatory policies, rules, industry standards and development trends, and peer analysis, adds CATL-specific topics to form a topic list, with a total of 31 relevant topics.

Assessment of financial materiality

long-term: more than 5 years.)

topics based on interviews and guestionnaires.

The Company initially analyzes the impacts related to sustainability

CATL invites external shareholders, relevant senior managers, and

department heads to evaluate the financial materiality of the topics

from two dimensions: "likelihood of impact" and "degree of financial

impact". The evaluation is conducted for short-term, medium-term,

and long-term (short-term: within 1 year; medium-term: 1-5 years;

By synthesizing the opinions of external shareholders, relevant

senior managers, and department heads, and referring to the

suggestions of internal and external experts, the Company forms

the assessment results of the financial materiality for all topics.

Assessing topic materiality

Assessment of impact materiality

- The Company initially analyzes the impacts related to sustainability topics based on interviews and questionnaires.
- · CATL conducts stakeholder communication to solicit stakeholders' opinions on the nature of the impact (negative or positive) and whether the impact occurs (actual or potential). The Company invites stakeholders to score from two dimensions:"severity of impact" (impact scale, scope, irreparability) and "likelihood of impact"
- · By synthesizing the opinions of multiple stakeholders, and referring to the opinions of internal and external experts, the Company forms the assessment results of the impact materiality for all topics.

Reviewing and confirming topics

- · By synthesizing the assessment results of the impact materiality and financial materiality of all topics, CATL sets the materiality threshold standard in combination with its operation and management capabilities, obtains the list of material topics, and defines the boundaries of the material topics.
- The Company forms a double materiality analysis matrix to display the assessment results.
- The double materiality assessment results are reviewed and confirmed by the Company's Corporate Sustainability Management Council, and the highly material topics identified in 2024 are disclosed prominently in the report.

¹ Including, but not limited to, the Shenzhen Stock Exchange Guideline on Self-Regulation of Listed Companies - Sustainability Report (Trial) (the "Guideline"), the European Sustainability Reporting Standards ("ESRS") and ESRS IG 1: Materiality Assessment Implementation Guidance published by the European Financial Reporting Advisory Group (EFRAG), and the IFRS Sustainability Disclosure Standards 1 - General Requirements for Disclosure of Sustainability-related Financial Information (IFRS S1), among others,

Identification of ESG topic pools	Stakeholder engagement
8 governance topics	32 external shareholders, relevant senic materiality of the topics.
9 social topics	996 stakeholders participated in the ass employees, partners, communities, gove
7 operational topics	

Assessment Results of Material Topics

In 2024, the identification results of the material topics are shown in the following matrix. After identification, 9 topics were both financially material and impact material to the Company; 2 topics were identified as having only financial materiality; and 15 topics were recognized as having only impact materiality.





Financial materiality

Regarding topics of financial materiality², the Company understands the demands and expectations of stakeholders concerning relevant topics of CATL, fully identifies and summarizes the impact, risks, and opportunities of these topics.

²In this report, topics identified by the Company as having "financial materiality" are marked as 🛇 in the table of contents and titles of the report sections.

or managers, and department heads assessed the financial

sessment of impact materiality, covering suppliers, customers, rnments, and regulatory agencies.

Governance

- 01.Information security and privacy protection
- 02.Sustainable development governance
- 03.Communication with stakeholders
- 04.Corporate governance
- 05.Anti-bribery and anti-corruption
- 06.Investor protection
- 07.Due diligence
- 08.Risk management and internal control

Environment

- 09.Emissions and waste management
- 10. Ecosystem and biodiversity conservation
- 11.Energy utilization
- 12.Climate actions
- 13.Circular economy
- 14.Environmental compliance management
- 15.Water resource utilization

Society

- 16.Occupational health
- 17. Employees' rights and benefits
- 18 Equity and diversity
- 19. Industrial cooperation and development
- 20 Production safety
- 21. Talent training and development
- 22 Charity and volunteer services
- 23 Rural revitalization
- 24.Community communication and development

Operation

- 25.Fair competition
- 26.Product quality and safety
- 27.R&D innovation
- 28.Supply chain management
- 29.Intelligent manufacturing and lean management
- 30.Intellectual property protection
- 31.Customer relationship management

Governance

Impact, Risks and Opportunities of Financially Material Topics (1/3)

Material topics		R&D innovation	Supply chain management
Impact analysis	Impact type	 Actual positive impact Potential positive impact 	 Actual positive impact Potential negative impact
	Impact description	 Innovation is one of CATL's core competencies. The Company drives innovative development with significant R&D investment and creates leading R&D achievements, to meet customer needs. CATL adheres to open innovation and strengthens internal and external integrated development, continuously deepens cooperation with universities and scientific research institutions, contributing to the industry's innovative development. 	 The Company strengthens the supervision of ESG risks of suppliers, facilitating the enhancement of the sustainable development capabilities of the supply chain, to meet the needs of downstream customers. If the Company fails to promptly identify the ESG risks of suppliers and provide support for improvements, it may lead to suppliers losing market opportunities due to their insufficient ESG capabilities.
	Scope of impact	Upstream of the value chain \checkmark Enterprise operation \checkmark Downstream of the value chain \checkmark	Upstream of the value chain 📿 Enterprise operation 📿 Downstream of the value chain 📿
Risk and opportunity analysis	Risk and/or opportunity type	Opportunity	Risk + opportunity
	Description of risk and/or opportunity impact	 CATL implements a forward-looking R&D strategy and conducts R&D innovation guided by customer needs, which helps the Company more flexibly respond to market development trends and improve its market performance. 	 The Company builds a close cooperative relationship with supply chain partners, to strengthen its supply chain resilience, and ensure the robustness of its business. In case of a major incident occurring in the supply chain, it may have an impact on the Company's reputation and business continuity. If the Company fails to meet customers' requirements
	Impact period of risk and/or opportunity	Short-term 🖌 Medium-term 🖌 Long-term 🔽	for the supply chain, it may lead to the loss of market opportunities.

Material topics		Product quality and safety	Intelligent manufacturing and lean management
	Impact type	 Actual positive impact Potential negative impact 	
Impact analysis	Impact description	 The Company empowers its full-lifecycle quality management with digitalization, and improves the efficiency and accuracy of product quality management, exceeding customer expectations with quality delivery. If the product quality and safety management is insufficient, it may lead to the occurrence of relevant negative events, harming the interests of stakeholders including customers and end-users. 	 The Company establishes a complete intelligent manufacturing system, achieving an innovative upgrade from "manufacturing" to "intelligent manufacturing", improving production and operation efficiency, enhancing the delivery quality to customers, and empowering the development of the industry.
	Scope of impact	Upstream of the value chain 📿 Enterprise operation 🖌 Downstream of the value chain 🖉	Upstream of the value chain Downstream of the value chain 🕢 Enterprise operation 📿
	Risk and/or opportunity type	Risk + opportunity	Opportunity
Risk and opportunity analysis	Description of risk and/ or opportunity impact	 The Company promotes the dual improvement of quality competitiveness and service capabilities and gains higher industry competitiveness. High-quality products and services bring about positive word-of-mouth effects and drive business expansion. If a product quality incident occurs, it may result in the loss of customers and orders, and lead to an increase in costs such as litigation. 	 By making efforts in digital and intelligent platforms, and continuously improving the extreme manufacturing system, the Company explores more efficient and agile future manufacturing models to achieve a rapid response to market demand and seize market opportunities promptly.
	Impact period of risk and/or opportunity	Short-term 🖌 Medium-term 🖌 Long-term 🖌	Short-term 🖌 Medium-term 🖌 Long-term 🖌

Material topics		Customer relationship management	Intellectual property protection		
	Impact type	 Actual positive impact 	➔ Actual positive impact		
Impact analysis	Impact description	 The Company continuously improves the efficiency and quality of customer service, ensuring the quality of customers' experience. 	 The Company actively strengthens its intellectual property management, respects the intellectual property rights of others, and maintains a healthy industry competition order. 		
		 The Company actively participates in the formulation of after- sales service-related standards, contributing to the overall improvement of service levels in the industry. 	 The Company actively conducts external cooperation on intellectual property rights to empower the joint development of the industrial chain. 		
	Scope of impact	Upstream of the value chain Downstream of the value chain 🕢	Upstream of the value chain 📿 Enterprise operation 📿 Downstream of the value chain 📿		
	Risk and/or opportunity type	Opportunity	Risk + opportunity		
	Description	 Through comprehensive pre-sales, in-sales, and after-sales services the Company deepens its cooperative relationship with 	 Relying on the accumulation of intellectual property, the Company establishes a technological advantage and improves product performance and customer experience, to safeguard the Company's market share. 		
opportunity	or opportunity impact	customers, enhancing customer satisfaction and loyalty.	 The Company obtains operating income through patent licensing and technology transfer. 		
			 If the Company's intellectual property rights are infringed upon, it may cause economic losses to the company. 		
	Impact period of risk and/or opportunity	Short-term 📿 Medium-term 📿 Long-term 📿	Short-term 🗋 Medium-term <table-cell> Long-term 📿</table-cell>		
Mot	orial tanica	Dick management and internal control	Climate estions		
Mate	erial topics	Risk management and internal control	Climate actions		
Mate	erial topics	Risk management and internal control	Climate actions		
Mate Impact analysis	Impact type Impact description	Risk management and internal control • Actual positive impact • The Company has a forward-looking understanding of potential risks related to its business, to reduce the uncertainties in business operations, and strengthen the risk management capabilities of both the enterprise itself and its value chain partners.	Climate actions Actual positive impact Potential negative impact The Company continuously develops low-carbon products and services and actively promotes climate change mitigation. The Company formulates a "Zero-Carbon Strategy", actively promoting carbon reduction in its operations and the industrial chain. If the Company's greenhouse gas (GHG) control is inadequate, it may lead to an increase in greenhouse gas emissions.		
Mate Impact analysis	Impact type Impact description Scope of impact	Risk management and internal control • Actual positive impact • The Company has a forward-looking understanding of potential risks related to its business, to reduce the uncertainties in business operations, and strengthen the risk management capabilities of both the enterprise itself and its value chain partners. Upstream of the value chain ∑ Downstream of the value chain ∑ Enterprise operation √	Climate actions		
Mate Impact analysis	erial topics Impact type Impact description Scope of impact Risk and/or opportunity type	Risk management and internal control • Actual positive impact • The Company has a forward-looking understanding of potential risks related to its business, to reduce the uncertainties in business operations, and strengthen the risk management capabilities of both the enterprise itself and its value chain partners. Upstream of the value chain Oownstream of the value chain Risk + opportunity	Climate actions Actual positive impact Potential negative impact The Company continuously develops low-carbon products and services and actively promotes climate change mitigation. The Company formulates a "Zero-Carbon Strategy", actively promoting carbon reduction in its operations and the industrial chain. If the Company's greenhouse gas (GHG) control is inadequate, it may lead to an increase in greenhouse gas emissions. Upstream of the value chain Copportunity		
Mate Impact analysis Risk and opportunity analysis	erial topics Impact type Impact description Scope of impact Risk and/or opportunity type Description of risk and/ or opportunity impact	Risk management and internal control <pre> Actual positive impact </pre> • The Company has a forward-looking understanding of potential risks related to its business, to reduce the uncertainties in business operations, and strengthen the risk management capabilities of both the enterprise itself and its value chain partners. Upstream of the value chain <u>○</u> Enterprise operation <u>○</u> Risk + opportunity • The Company establishes a complete risk management system to deal with various complex and changing risk factors, allowing it to better adapt to the market environment and customer needs. • If risk management is insufficient, it may lead to decision-making errors in the enterprise under the influence of policy changes and market fluctuations, resulting in direct or indirect economic losses.	Climate actions Actual positive impact Potential negative impact The Company continuously develops low-carbon products and services and actively promotes climate change mitigation. The Company formulates a "Zero-Carbon Strategy", actively promoting carbon reduction in its operations and the industrial chain. If the Company's greenhouse gas (GHG) control is inadequate, it may lead to an increase in greenhouse gas emissions. Upstream of the value chain Copportunity The Company enhances performance in aspects such as design, manufacturing, and supply chain. Through technological innovation and improved management, it continuously reduces the carbon footprint of its products to meet customer needs and expand its market share in the current situation, especially as relevant laws and regulations become stricter.		

Impact, Risks and Opportunities of Financially Material Topics (2/3)

23

Material topics

Impact type

Overview of CATL

Circular economy

🛨 Actual positive impact

Production safety

+ Actual positive impact

Potential negative impact

Management of Material Topics

CATL is committed to comprehensively enhancing the management of key topics, fully utilizing internal risk management and internal control mechanisms to precisely address potential risks and actively seize development opportunities. By deepening topic management, the Company aims to promote its long-term and stable development and achieve sustainability goals.

To systematically promote the improvement and enhancement of ESG topics, the Company establishes an ESG management indicator system based on three levels: "dimensiontopic-indicator", and conducts benchmarking analysis on the indicator conditions. The indicators are classified according to different characteristics, and differentiated control modes are defined for different types of indicators. The Company assigns all indicators to relevant responsible departments and, in alignment with external requirements and its business characteristics, continues to drive the improvement or enhancement of these indicators. During the reporting period, management indicators related to ESG topics such as "Climate Actions", "Ecosystem and Biodiversity Conservation", and "Risk Management and Internal Control"³ were improved. CATL has established an ESG information management platform, achieving the systematization, standardization, and intelligence of ESG data. This initiative further enhances the efficiency of the Company's ESG data governance and information management.

Impact analysis	Impact description	its recycling channels on a global scale, and uses advanced recycling technologies to recycle waste batteries, production waste materials, etc. By doing so, it gradually reduces its dependence on non-renewable resources and avoids the potential harm to the environment and human health caused by improper disposal of waste batteries.	 importance to talent training and development, providing employees with continuous training and career development opportunities to enhance their skills. The Company collaborates with multiple stakeholders to cultivate industrial talents, providing a high- quality talent reserve for the industry. 	safety management and empowers its suppliers and partners by providin safety training, process optimization, and personnel support, reducing the risk of accidents. • Improper production safety management may lead to potential safety hazards, posing a threat to the physical and mental health of employees of the Company and thos of its suppliers.
	Scope of impact	Upstream of the value chain Enterprise operation Downstream of the value chain	Upstream of the value chain Enterprise operation Downstream of the value chain	Upstream of the value chain Enterprise operation Downstream of the value chain
	Risk and/or opportunity type	Opportunity	Opportunity	Risk
Risk and opportunity analysis	Description of risk and/ or opportunity impact	By means of circular recycling, the Company reduces raw material costs, enhances the resilience of the supply chain, effectively meets the requirements of customers and regulations, and improves the market competitiveness of its products.	The Company cultivates high-quality core talents and builds a systematic talent echelon, ensuring the Company's R&D capabilities and production competitiveness, and promoting business innovation and long-term business development.	 Improper production safety management may lead to direct economic losses caused by acciden compensation, reduced production capacity, and order defaults.
	Impact period of risk and/or opportunity	Short-term Medium-term Long-term	Short-term Medium-term Long-term	Short-term Medium-term Long-term

Impact, Risks and Opportunities of Material Topics (3/3)

Talent training and development

🛨 Actual positive impact

+ Potential positive impact



Governance

Environment

Objectives and Progress of Financial Material Topic Management

Material topics	Management objectives	Management progress	
R&D innovation	 Maintain a high level of R&D investment to enhance R&D efficiency and precision, while driving industry innovation. Build a high-level R&D talent echelon. 	 Invested RMB 18.607 billion in R&D Built a professional R&D team of 20,346 people 	
Supply chain management	 100% of suppliers should sign the <i>Supplier</i> <i>Code of Conduct</i>. Empower suppliers to strengthen their sustainability awareness and capabilities. 	 100% of suppliers within the management scope completed the signing of the <i>Supplier</i> <i>Code of Conduct</i>. Conducted CREDIT audits on 82 suppliers. Conducted 92 supply chain sustainability knowledge training sessions. 	
Product quality and safety	 100% of the Company's production bases with stable operation and certification qualifications pass international quality certifications (IATF 16949: 2016 Automotive Quality Management System Standard or ISO 9001: 2015 Quality Management System Certification). Conduct internal quality management 	 4 new production bases with certification requirements have completed system certification or are being promoted as planned. Completed the internal quality management system audit for production bases in mass 	
- 	 Conduct internal quality management system audits for production bases in mass production at least once a year, with a 100% closure rate of audited issues. Ensure product quality and safety to meet customer needs. 	system audit for production bases in mass production, with a 100% closure rate of audited issues.	
Intelligent manufacturing and lean management	• Continue to explore more efficient and agile future manufacturing models to enhance operational and manufacturing efficiency, and improve product yield.	• The benchmark production lines have witnessed an approximate 10% increase in production capacity, accompanied by an over 30% reduction in downtime.	
Customer relationship	 Customer complaints should be responded promptly and addressed in full. 	• The customer complaint closure rate was	
management	Customer satisfaction should be not lower than 90%.	 Customer satisfaction reached 94%. 	
Intellectual property protection	• Continue to strengthen the patent application and layout of independent R&D achievements to ensure the coverage of intellectual property in key technology areas and enhance its technological competitiveness.	• The number of granted patents exceeded 16,000, covering fields such as materials, cell structure, battery management system (BMS), and energy storage technologies.	

⁴ Recyclable/renewable packaging materials mean the packaging materials can be used repeatedly for 5 or more times or show a recovery and recycling rate no lower than 50%, such as metals, HDPE, and corrugated paper.

Management progress

ol system, ed and frame ords for upporting ment ce.	 During the reporting period, by strengthening internal audits and internal control reviews, the Company integrated and optimized risk control processes for core business operations and key control with the existing business process management system, continuously improving the internal control system. This includes the development of internal control mechanisms, process optimization, and the standardization of the authorization system to ensure the efficient operation of the internal control system. Formulated the <i>CATL Emerging Risk Management Regulations</i>.
operations s the	 The Company has built 9 "zero carbon" factories based on the PAS 2060: 2014 standard. The proportion of zero-carbon power in core operational bases reached 74.51%.
le ithium	 Brunp Recycling recycled 128,700 tonnes of waste batteries throughout the year and regenerated 17,100 tonnes of lithium salts. Domestic battery bases ensure that 100% of the battery pack and packaging module projects use recyclable/renewable packaging materials.⁴
should be o enhance es.	 Employee performance evaluations were conducted with a coverage rate of 100%. The employee training coverage rate reached 100%.
wholly- ith stable ions cupational tem n safety	 100% of the Company's battery and wholly- owned material production bases with stable operation and certification qualifications have passed the ISO 45001:2018 Occupational Health and Safety Management System Certification. During the reporting period, no major production safety incidents or casualties occurred in any of the projects.

Contemporary Amperex Technology Co., Limited Overview of CATL

Operation

Governance

Environment

Communication with Stakeholders

The Company consistently engages with key shareholders to gather their opinions and expectations regarding sustainability, and conducts targeted communication and responses, to establish long-term and mutually trusting cooperative relationships with stakeholders. During the reporting period, the Company proactively communicated progress to key stakeholders on significant topics, and gathered their feedback, to improve its management capabilities.

Stakeholders' Concerned Topics and Communication Methods

Stakeholders	Concerned Topics	Communication Methods	
	 Corporate governance R&D innovation Circular economy Supply chain management 	 General meeting of shareholders Financial statements and announcements Q&A on the Shenzhen Stock Exchange interaction platform 	
Investors/shareholders	 Climate actions Investor protection Intellectual property protection 	(Hudongyi)Investor hotlineRoadshows and reverse roadshowsPerformance briefingField research	
Customers	 R&D innovation Product quality and safety Customer relationship management Intelligent manufacturing and lean management Industrial cooperation and development Sustainable development governance 	 Customer satisfaction survey Customer on-site visit audits Customer meetings 	
Sustainable development governance Energy utilization Anti-bribery and anti-corruption O Supply chain management Information security and privacy		Supplier training	
Suppliers	protectionCircular economyAnti-bribery and anti-corruption	Supply chain reviewSupplier conferences	

nent Governanc

Operation

- ◇ R&D Innovation
- ◇ Intelligent Manufacturing and Lean Management
- ◇ Product Quality and Safety
- ◇ Supply Chain Management
- ◆ Customer Relationship Management
- ♦ Intellectual Property Protection

Fair Competition





◇ R&D Innovation

Governance

CATL has established a comprehensive and efficient R&D innovation governance system. It leads business development with a forward-looking technology strategy, and conducts customized innovation tailored to customer needs, continuously enhancing its core competitiveness. The Chairman, as the Director of the Technology Committee of the Research Institute, collaborating with Co-Presidents of the R&D Division, to jointly oversee the overall technology development strategy, make key technical decisions, and promote key technological breakthroughs as well as the allocation of innovation resources. The Company has set up multiple R&D departments across different technical fields and key directions. The experts formulate and implement the R&D and innovation development plans in their respective technical fields. These institutions conduct cutting-edge research and product development in different technical fields, regularly evaluate and optimize the research directions, actively promote cross-institutional collaboration, and facilitate the transformation of innovation achievements, providing strong support for the Company's sustainable innovation.

Strategy

Innovation is not only the core value but also the core competitiveness of CATL. The Company is committed to reducing human dependence on fossil energy with innovative revolutionary battery technology, and realizes the shared vision of global sustainable development. CATL's innovation and R&D activities are centered around the "Innovation in Four Dimensions" which includes "Innovation in Material and Electrochemistry System", "Structure System Innovation", "Extreme Manufacturing Innovation", and "Business Model Innovation". It ensures that CATL meets the diverse needs of its customers, providing premier solutions and services for new energy applications worldwide, and promoting the global sustainable transformation.

CATL's R&D efforts span the entire battery industry chain, including materials, products, manufacturing, and recycling. By utilizing digital and intelligent R&D techniques, the Company enhances R&D efficiency. In addition, it drives innovation with high-level R&D investment, continuously increasing its R&D investment, strengthening technical reserves, optimizing the innovation mechanism, and capitalizing on new opportunities brought by industry changes.

Impact, Risk and Opportunity Management

Leading R&D Platform

CATL operates multiple R&D institutions, including the National Engineering Research Center for Electrochemical Energy Storage Technology, the Key Laboratory of Lithium-Ion Battery Enterprise in Fujian Province, a Testing and Validation Center accredited by the China National Accreditation Service for Conformity Assessment (CNAS), the 21C Lab, the CATL Future Energy Research Institute (Shanghai), the CATL (HK) International R&D Center, the Xiamen Contemporary Amperex Research Institute, and the CATL Jiangsu Institute. By fully leveraging the advantages of these R&D platforms, the Company focuses on the fields of electrochemical materials, batteries, and intelligence. Through the screening, decoding, and modification of materials, CATL constructs a high-performance electrochemical material system. Based on indepth research on the characteristics of batteries, the Company fosters the iteration of new energy battery technology. Relying on intelligent sensing, computing, and collaborative R&D, it realizes the efficient allocation and intelligent management of energy, driving the forefront development of the industry through innovation.

Material Innovation Platform

This is an innovation platform of electrochemical materials. Based on its strong technical accumulation and advanced R&D capabilities in the electrochemical field, and through material screening, decoding and transformation, with the platform CATL is able to explore electrochemical material systems with better performance, reliability and cost-effectiveness through higher efficiency.

Product Innovation Platform

This is an integrated innovation platform covering battery design, manufacturing and application. Based on an in-depth understanding of the characteristics of batteries and years of practical experience, CATL continuously achieves iterative innovation in products and always brings users new energy solutions that are leading in the industry.

Intelligent Innovation Platform

This is an R&D platform in the field of intelligence. It provides users with a more economical, safer and user-friendly experience via the three major R&D layouts of intelligent sensing, computing and collaboration, and allows the free flow of energy and efficient configuration.

Strong Innovation Culture

CATL places significant emphasis on fostering independent R&D capabilities and developing high-level R&D talents. The Company establishes a comprehensive talent evaluation system that provides more suitable positions for R&D personnel according to the assessment results. Competitive salaries and broader career development spaces are provided, creating a talent highland in the industry. As of the end of the reporting period, the Company had a professional R&D team of 20,346 people, including 5,083 members with master's degrees and 573 with PhDs.

The Company is committed to creating a diverse innovation culture platform that effectively supports employees in unleashing their creativity. Relying on mechanisms such as innovation award evaluation, innovation platforms, innovation points, and intellectual property incentives, the Company provides rich innovation incentives for R&D talents to enhance employees' innovation awareness, and foster a strong atmosphere of company-wide innovation. During the reporting period, the Company built a module for documenting achievements in the online system and promoted the internal sharing, evaluation, and registration of citations of achievements to enhance the application value of R&D achievements. The internal use of project achievements is linked to the innovation incentive mechanism, further stimulating the innovation enthusiasm of R&D personnel.

Innovation Culture Platforms and Activities



bwledge base, focusing on news, literature, and patents in key al intelligence (AI). This facilitates the efficient circulation and &D of new energy technologies.

gn, process equipment, and engineering methods, providing e innovative ideas. As of the end of the reporting period, the 00 related courses offered by departments. More than 40,000 vant course training.



Innovation Incentive Platforms and Activities

Innovation Award Evaluation

CATL grants annual innovation awards to teams that have achieved significant scientific research breakthroughs and technological innovations in the material and electrochemistry system, system structure, and extreme manufacturing. This award represents the Company's top honor, aiming to commend outstanding teams and provide financial incentives. In addition, CATL offers additional rewards to outstanding individuals who demonstrate bold innovation and make remarkable contributions to the Innovation in Four Dimensions.

Creative Platform Themed by "Innovation and Collaboration"

The Company has established an online innovation platform that encourages employees to actively participate in creativity applications. Meanwhile, an expert committee has been set up to provide thorough and professional reviews and guidance for creativity projects. Projects that pass the reviews will receive funds for pre-research, while those that succeed in pre-research will undergo company-level scaling-up verification or implementation and promotion. CATL has enriched the scope of innovative projects to introduce more technical resources and application scenarios for these projects, to stimulate innovation vitality. As of the end of the reporting period, the Company had accepted a total of 123 innovative projects, 33 of which had been implemented and generated benefits.

- · Incentives for Creative Teams: CATL provides project initiation and completion incentives to creative individuals or teams in a gradient arrangement.
- Departmental Incentives: CATL establishes a departmental incentive fund pool for departments, evaluating departments and providing funds based on innovation or creative project initiation or completion monthly, which can be used for internal innovation activities.
- Creative Medals: Employees who meet the corresponding criteria can be awarded with different levels of creative medals

Open Innovation Ecosystem

CATL continues to strengthen its R&D capabilities globally, forming an R&D and innovation network that focuses primarily on independent R&D, supplemented by collaboration of external partners, to support the innovative development of the industry. The Company actively engages in talent and scientific research cooperation with prestigious domestic and foreign universities and research institutions. By jointly building R&D cooperation platforms, it introduces new technologies and resources, fostering integration and development of the Company and external innovation forces to jointly explore innovative solutions throughout the entire life cycle, including energy storage and green energy conversion. These efforts contribute to the creation of a sustainable industry development ecosystem.

During the reporting period, the Company optimizes its management system for academic-industry cooperation to further strengthen the full life cycle supervision of academic-industry technology development project, optimize resources and improve project incubation efficiency.

Integrated Industry-Education Platform for Technological Innovation

- Xiamen University Research Institute of New Energy.
- · As of the end of the reporting period, the Company had nearly 400 cooperation projects in talent cultivation, and scientific and University, Fudan University, Shanghai Jiao Tong University, Zhejiang University, Xiamen University and Wuhan University.

Postdoctoral Workstation

- talents in the direction of R&D of raw materials for high-performance EV batteries, development of new electrolyte systems, and optimization of battery system integration.
- · As of the end of the reporting period, the postdoctoral researchers in the workstation had cumulatively produced 83 granted workstation were selected as outstanding postdoctoral researchers in Fujian Province.

Open Fund Projects

- · Since 2020, CATL has implemented open-fund projects and cooperated with universities such as Zhejiang University and of resource utilization. A number of open fund projects have been transformed into company-level projects.
- During the reporting period, the open fund projects funded and completed a total of 31 research projects, 21 patents, and 64 papers.

CATL Zero-Carbon Solution Competition

- · Collaborating with Xiamen University, CATL has organized the "CATL Cup" New Energy Innovation Competition since 2022. This for training new talents and advancing technological innovation in the new energy industry.
- scientific and technological achievements.
- and simulation

R&D Cooperation Platforms

• The Company has created multiple R&D innovation platforms for academia and research, including the CATL Future Energy Research Institute, CATL-Shanghai Jiao Tong University Joint Research Center for Clean Energy Technologies and CATL-

technological breakthroughs with nearly 160 well-known universities and scientific research institutes, including Tsinghua

· CATL established a national-level postdoctoral workstation in 2018. It has successively adopted the joint postdoctoral cultivation mode with top universities including Tsinghua University, Fudan University, Shanghai Jiao Tong University, Zhejiang University, Xiamen University, and Wuhan University. Relying on the Company's three major core technical advantages in batteries, BMS, modules and packs, CATL deepens the joint postdoctoral cultivation mechanism with a clear division of responsibilities: "The workstation manages personnel, while the mobile station provides academic guidance". It further cultivates postdoctoral

patents, 204 patents under application, and 13 papers. During the reporting period, 12 postdoctoral researchers in the

Xi'an Jiaotong University. Based on the recommendation and evaluation mechanism, the Company selectively funds relevant research projects to achieve complementary advantages between the enterprise and universities and to improve the efficiency

competition further boosts the promotion of new energy-creative technologies in universities and colleges, laying a foundation

· During the reporting period, the Company held the "First CATL Zero-Carbon Solution Innovation Competition", focusing on exploring innovative practices in zero-carbon related technologies such as green energy and intelligentization. This competition aims to explore and develop breakthrough innovation directions and facilitate the transformation and implementation of

In this competition, more than 300 entries were received, covering the fields of electrochemical technology, material innovation,

Operation

Leading Innovation Achievements

Relying on its leading R&D platform and open ecosystem, CATL continuously makes breakthroughs in the fields of material and electrochemistry systems, system structures, green extreme manufacturing, and business models. These advantages help create battery products with enhanced performance and safety, addressing the diverse needs of global customers. From basic materials to system integration and from strengthening its presence in the local market to expanding its global layout, CATL leverages innovation as the driving force to accelerate the popularization of clean energy technologies and lead the global industry to move faster toward a green and lowcarbon future

Passenger Vehicles

Shenxing Superfast Charging Battery

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The Shenxing superfast charging battery is the world's first 4C superfast charging LFP battery, enabling an extremely long driving range through innovations such as the super electronic network cathode technology, the secondgeneration fast ion ring graphite technology, and a brand-new superconducting electrolyte formula. It offers fast charging across all temperature ranges while ensuring sound safety. During the reporting period, the Shenxing PLUS battery was launched, which further incorporates fast lithium-ion conductive coating, nanometer encapsulation and fast ion ring. Equipped with a high-voltage battery enclosure offering ultra-high cooling efficiency, this new product surpasses the 200 Wh/kg threshold in energy density. As the world's first LFP battery that combines a driving range of 1,000 km and 4C superfast charging, it can deliver a 600 km driving range with just 10 minutes of charging.

Freevoy Super Hybrid Battery

The Freevoy super hybrid battery is the world's first extended-range hybrid battery with a pure electric driving range of over 400 kilometers, coupled with 4C superfast charging. A 10-minute charge delivers up to 280 kilometers of a driving range. The battery incorporates a surface modification technology for the cathode material, an innovative high-voltage electrolyte formula, integration of high-activity, excited-state particles into the cathode material, and a BMS intelligent algorithm, which enhances power usage efficiency in the pure electric mode by over 10%. It pioneers the sodium AB battery system integration technology that is resistant to low temperatures. This allows the battery to be discharged at an extremely cold environment of minus 40 degrees Celsius, and charged at minus 30 degrees Celsius, offering a driving experience at minus 20 degrees Celsius comparable to that at normal temperatures. It is a product combining multiple advantages such as high performance, sound safety, and high value.

Commercial Vehicles

Tectrans Battery System

For logistics scenarios with high time efficiency requirements and platform order-taking scenarios, the Tectrans L-Superfast Charging Edition and Tectrans L-Long Life Edition are launched, with a service life of up to 8 years or 800,000 kilometers. For the application scenarios of passenger buses, the Tectrans B-bus version is introduced, which can last for up to 15 years or 1.5 million kilometers. For the application scenarios of heavy trucks, the Tectrans Heavy-Duty Commercial Vehicle Edition is rolled out, with a service life of up to 15 years or 3 million kilometers, maintaining reliability and stability in harsh environments such as mining areas and construction sites.



TENER Energy Storage System



The TENER energy storage system utilizes biomimetic SEI (Solid Electrolyte Interphase) and self-assembled electrolyte technologies, successfully solving the problem of the high activity of lithium metal, effectively preventing thermal runaway caused by oxidation reaction, and ensuring the stability of the zero-decay energy storage system in large-scale mass production (within 5 years). Meanwhile, the system realizes a high energy storage of 6.25 MWh in a standard 20-foot container with the energy density of the LFP battery hitting 430 Wh/L, representing a 30% increase in the energy density per unit area compared with the previous generation, and a 20% reduction in the floor area. A comprehensive safety barrier is built. Through intelligent monitoring and full life cycle failure probability analysis, it verifies the safety design objectives, ensuring the integrity of insulation and the safety of components, and creating a strict quality management closed loop.

Innovation Solution

Choco Battery Swap

CATL releases a new generation of battery swap solutions and unveils the 20# and 25# standardized battery models for the first time, advancing the standardization process of the battery swap industry through the standardization of battery sizes. Each model offers both LFP and NMC versions to meet the diverse travel needs of users. CATL promotes the transformation of the battery swap business model, forms the "Choco Alliance" with hundreds of enterprise partners, and cooperates with well-known domestic automakers to launch ten cooperative battery swap vehicle models. This approach optimizes the processes of buying, selling, and swapping cars, provides flexible leasing, buyback and other services, and jointly promotes the new battery swap ecosystem, reflecting the Company's commitment to providing users with a more convenient, safe, and economical electric travel experience. Furthermore, to improve the user's battery swap experience, the Company will gradually expand the layout of domestic battery swap stations, ensuring compatibility and high-efficiency battery swap capabilities.

Bedrock Chassis

The Bedrock Chassis pioneered the three-dimensional biomimetic tortoise shell structure, where the body and the energy unit framework are integrated vertically and deeply coupled. With the addition of an aircraft-carrier-grade arresting structure and strengthened by super strong materials such as submarine-grade hot-formed steel with a strength of 2,000 MPa and aerospace-grade aluminum alloy with a strength of 600 MPa, as well as innovative structures, it became the world's first to pass the dual-extreme safety test of "highest speed + strongest impact". It can be adapted to different vehicle models, supporting the parallel development of automobiles and significantly shortening the overall vehicle development cycle. It creates a new ecosystem for electric vehicle development and cooperation

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Energy Storage System

Operation

◇ Intelligent Manufacturing and Lean Management

Governance

In the realm of intelligent manufacturing, the Co-Presidents of the Company's engineering system oversee and make decisions regarding the overall planning of intelligent manufacturing initiatives. Relevant departments such as the Intelligent Manufacturing Department serve as the executive arm, with an Intelligent Manufacturing Expert Group responsible for project evaluations. Regarding lean management, the Company's Lean Management Committee functions as the governing body, tasked with determining the direction of significant lean management upturn. In addition, the Company has established dedicated management institutions at its headquarters and various bases, coordinating cross-functional departments to drive the implementation of lean management initiatives.

Strategy

The Company is dedicated to establishing a sustainable and high-performance advanced manufacturing system, focusing on enhancing battery manufacturing capabilities through improvements in product quality, production efficiency, and safety assurance. CATL innovatively drives the integration of intelligent technologies in research and development, design, and manufacturing processes, consistently refining product quality while enhancing operational efficiency. Aiming for high efficiency and digital transformation, the Company continually enhances its agility in responding to market demands, thereby elevating the battery manufacturing industry to a more advanced level.

Impact, Risk and Opportunity Management

Intelligent Manufacturing

To achieve the innovative transition from conventional manufacturing to intelligent manufacturing, the Company has established technological advantages across multiple dimensions, including production efficiency, product quality, and energy consumption levels. By integrating technologies such as big data models, the Company is fueling a whole-chain intelligent transformation from the design phase to the production phase.

Four Intelligent Manufacturing Directions

• Machine Intelligence

- · The Company has developed predictive maintenance solutions for equipment related to the production lines in massproduction lines and new production lines, with a fault warning accuracy rate exceeding 98%. These solutions effectively minimize the impact scope of equipment failures and reduce troubleshooting and maintenance time.
- · By developing and introducing advanced intelligent management technologies, the Company has established comprehensive quality inspection and monitoring processes that cover the entire production cycle from raw materials to finished products. This enables the precise control of defect rates at the parts per billion (PPB) level.

• Process Intelligence

· The Company has developed an intelligent process control system, which enhances overall manufacturing process capability and improves production efficiency through equipment sensing, big data analysis, edge intelligence algorithms and closed-loop control mechanisms. As of the end of the reporting period, this system has been implemented across more than 10,000 sets of key equipment.

• Optimization of Materials and Logistics

- · The Company utilizes algorithms to facilitate intelligent auxiliary optimization of materials. An intelligent distribution project for current collector strip breaks has been launched, along with a recommendation algorithm for lap-cutting, achieving second-level judgment capabilities.
- · A logistics and transportation model has been developed for overseas finished product exports, achieving minute-level calculation and output of scheduling results. This has reduced costs while decreasing the workload of scheduling logistics engineers by 60%.

• Reconfigurable Production Lines

- To optimize changeover costs and efficiency, the Company has developed a multi-objective optimization algorithm for layout. This algorithm takes into account various factors like production capacity, cost, and equipment utilization to determine the most efficient production line layout.
- · The Company has self-developed a one-touch changeover technology for equipment and a virtual commissioning technology for the manufacturing execution system (MES). These innovations have led to an 83% reduction in changeover time, significantly enhancing the flexibility and efficiency of the production lines.

Lean Management

The Company continuously enhances its lean management system to drive the dissemination and implementation of lean culture. Leveraging digital platforms, CATL drives lean transformation across its operational chain, aiming to enhance production efficiency, improve quality stability, and improve the production line's responsiveness to dynamic market demands.

O Cultivation of Lean Talents

The Company has developed a three-tier lean training and certification system, offering targeted training for team leaders, lean engineers, and lean managers to create a multi-level talent matrix with the mastery of lean principles and tools.



© Lean Production

The Company places significant emphasis on the deployment and implementation of lean tools in production processes. During the reporting period, the Company established lean benchmark production lines at CATL* and CATL-SC to enhance production capacity. These production lines systematically facilitated the implementation of lean tools and enhanced on-site lean management through the integration of lean tools and lean team activities. By the end of the reporting period, the benchmark production lines have witnessed an approximate 10% increase in production capacity, accompanied by an over 30% reduction in downtime.

Lean Operation

In the realm of lean operations, the Company has established a standardized workflow from production line requirements to implementation. It has connected the digital middleware of eight major systems, managed the key nodes of the management workflow, and achieved the automation, digitization, and intelligence of the new production line construction process. These efforts have effectively improved collaboration efficiency and significantly shortened the construction cycle of new production lines. In addition, the Company has established a logistics planning platform and leveraged the big data platform to improve storage utilization, optimize inventory levels, reduce aging costs and standardize the warehousing operations. During the reporting period, the storage utilization rate has seen an increase of over 20%.

Product Quality and Safety

Governance

CATL has established a Product Quality and Safety Committee to determine the product safety policy, strategy and objectives. In this committee, the Chairman of the Board serves as the Director of the Committee, and relevant senior managers work as members of the Standing Committee, while the heads of various headquarters departments and the heads of bases and operations constitute the members. The Company has set up a Quality Department as a dedicated management institution for product quality management and safety. It is responsible for the construction, operation and maintenance of the Company's quality system, conducts product quality and safety management work, so as to implement the product quality and safety responsibility system and prevent product quality and safety risks.

Strategy

CATL, with the goal of "exceeding customer expectations with perfect quality", adheres to the quality concept of "Safety is our lifeline, and quality is our competitiveness". The Company is committed to creating exceptional products and services. Focusing on leading technology, excellent operations, and high-quality services, CATL creates a quality management model with distinctive characteristics, building a solid defense line for the excellent quality of products and continuously enhancing product competitiveness and customer satisfaction.

Impact, Risk and Opportunity Management

Quality Management System

The Company considers quality management system certification as the management foundation. All subsidiaries and branches eligible for certification are required to pass the quality system certification in a timely manner. As of the end of the reporting period, all battery production bases with stable operating and eligible for certification have 100% passed the IATF 16949:2016 Automobile Quality Management System Standard or ISO 9001:2015 Quality Management System certification. These bases also maintain the effective operation of the quality system.

CATL has a well-established product quality management system. Based on the requirements of the product quality management system, internal business, and management structure, the Company regularly updates the system every year to ensure its alignment with actual management requirements. This system effectively and continuously improves product safety management quality. During the reporting period, about 300 systems documents on product quality were created and updated.

CATL regularly conducts internal guality system audits, product audits, process audits, and special audits of key processes every year. The Company conducts strict management of key stages in the full life cycle management of quality and products and solidifies the implementation standards through digital and intelligent systems to ensure comprehensive and effective operation, thereby maintaining the stability and high standards of product quality and safety. During the reporting period, the Company's system audits covered 19 processes of the quality management system, and internal audits of the quality management system were carried out for all massproduced production bases. The timely resolution and closure rate of audit issues reached 100%.

Overseas production bases are required to follow the Group's quality management procedures and make adjustments according to local conditions. Through a mature management system with digital and intelligent capabilities, CATL fully supports the construction of overseas new bases and provides all-round guarantees for the implementation of key technologies and management processes required for the process, as well as the application and acceptance of digital and intelligent software and hardware capabilities. The Company also promotes the construction of the quality management system of overseas bases and their smooth commissioning.

Product Reliability Management

The Company prioritizes product quality and safety control, and integrates product reliability management throughout the entire life cycle, including product design, production, use, and maintenance. The innovation and optimization in the mechanism research and model simulation of reliability technology effectively ensure the safety and stability of products. In addition, continual improvement of production efficiency and product quality are driven by quality data analysis.

O New Technology Introduction implementation of control measures. O Project Management identify product design and production risks in advance. O Raw Material Management maturity of its global supply chain system. O Process Management O Market Quality Management issues and efficient responses to customer demands.

Full Life Cycle Quality Management Measures

· CATL establishes a completely new technology maturity management system and implements technical development management specification systems. Departmental and company-level technical reviews are arranged at different maturity stages with safety and reliability analyses conducted for new technologies. To ensure that new technologies are applied in product projects safely and reliably, a series of activities have been taken, including risk identification, risk assessment, boundary setting, problem correction, and

 Based on the integrated product development process, CATL introduces scientific methods such as V-model (verification and validation model), demand scenario structuring, quality function deployment, failure mode and effects analysis, and advanced product quality planning (APQP), building a comprehensive requirement attribute structure model to

· CATL fosters a win-win situation in guality with suppliers through processes like supplier admission audit and screening, pre-risk management, supplier sourcing and selection, APQP and production part approval process, monthly and annual quality performance assessment, capacity training and improvement, and incentives for excellent suppliers.

· All raw material suppliers are required to sign a Guarantee on No Use of Prohibited Substances to ensure that the delivered finished products comply with applicable laws, regulations, and customer demands both domestically and internationally.

· CATL researches international regulations and the overseas business environment and optimizes the international application level of the quality management process and digital and intelligent systems. The Company provides guidance to more than 80 component suppliers, and introduces more than 10 overseas suppliers, successfully improving the

 The Company comprehensively identifies the key processes and elements of process management based on "5M1E" (Man, Machine, Material, Method, Measurement, and Environment) to improve the level of equipment automation. Furthermore, digital and intelligent means are utilized to ensure the consistency of product quality.

• The Company establishes overseas failure analysis (FA) laboratories and teams to directly analyze customer feedback. This helps ensure timely and effective resolutions of product

Operation

Governance

Management of Product Inspection and Nonconforming Products

The Company has established a specialized product measurement management team to enhance product inspection management. Leveraging intelligent manufacturing technologies, it has developed a robust guality control network focused on "early identification, early prevention, and early improvement". Its proprietary visual recognition and inspection technologies enable real-time monitoring and early warning systems for product quality, thereby ensuring the highest standards of product integrity. For potential quality issues, the Company prioritizes preventive inspection solutions such as error-proofing, poka-yoke methods, and equipment automation. For guality issues that have already occurred, the Company conducts item-by-item implementation and layered verification based on the quality control checklist, covering areas like project management, manufacturing, and suppliers.

CATL has formulated the Non-conforming Product Control Procedure to standardize non-conforming product management. A closed-loop system has been formed for identification, marking, isolation, review, disposal, and enhancement, with the division of responsible departments for each process. Through systematic poka-yoke and digital intelligence measures, the Company has achieved comprehensive process monitoring for the management of non-conforming products. In response to potential incidents arising from defective products, the Company has developed damage control protocols. A dedicated task force conducts thorough reviews in accordance with the Management System for Re-examination and Improvement of Quality Events, identifying opportunities for enhancement from both technical and managerial perspectives. Furthermore, a robust product recall management framework has been established, the Instructions for Product Recall have been formulated, and internal simulation exercises have been taken regularly. During the reporting period, the Company did not experience any sanction or product recalls imposed by regulatory authorities due to issues related to product and service quality.

Digitally Empowered Quality Management

The Company utilizes digital and intelligent means to empower its full life cycle guality management, improving both the efficiency and accuracy of product quality management. A framework consisting of "one center and six digital and intelligent systems" has been constructed to connect the data chain throughout the entire life cycle, enabling rapid identification and response to risks while providing effective data support for quality management.

During the reporting period, leveraging digital simulation technology, the Company successfully developed seven automated simulation models for single-cell batteries related to safety and reliability. This initiative boosted simulation analysis efficiency by over 80%, supporting batch simulation calculations and optimization of key parameters. As a result, product consistency and production efficiency were significantly enhanced.

Quality Data Management Center

The Center is engaged in the advancement of business informatization within the quality domain, focusing on the development of intelligent analytical platforms, including a full scenario data monitoring and analysis system. The initiatives encompass the creation of reliability data packages for incoming materials, product reliability data packages, high-risk identification inventories, and the development of life cycle models. These efforts are aimed at effective management of product reliability risks, extraction of valuable insights from data, and enhancement of business processes.

	Six Digital and Intelligent Systems	
Quality Competitiveness Management Platform	Quality Activity Traceability System	Digital and Intelligent System for Supply Chain Quality
A transparent quality competitiveness model is constructed to improve quality for value-added and premium product quality.	Throughout all stages of the Company's project development, a total of 35 critical quality activities have been identified across five key dimensions: project planning and product development validation, quality control in process development, quality control in material development, manufacturing process quality control, and issue management. This comprehensive approach ensures the standardization, normalization, and systematization of personnel's business activities related to quality throughout the entire product lifecycle.	This system realizes end-to-end management of materials. By leveraging digital technologies for big data extraction and remote intelligent management, the Company has implemented online quality management requirements throughout the full life cycles of suppliers and materials to ensure proactive management of supply chain risks.

Full Scenario Data Monitoring and Analysis System

This system achieves intelligent monitoring and early warning for manufacturing process big data, enabling second-level visualization of the Group's vast data related to processes amounting to hundreds of billions of entries. This capability effectively identifies discrepancies in product consistency and facilitates subsequent pickup, thereby continually bolstering the Company's product consistency.

Entire Product Chain Data Traceability System

This system ensures clear data management across the whole product chain, thereby facilitating thorough, precise, prompt, accessible, and smart product tracking.

Quality Culture Development

CATL is dedicated to fostering a quality culture that engages all employees, establishing a comprehensive quality training system spanning company-wide, departmental, and team levels, offering both online and offline formats. During the reporting period, approximately 150 guality management certification courses were introduced for employees tailored to their positions. A series of training sessions on Lean Six Sigma engineering methodology, dedicated change management workshops, and quality knowledge card activities were organized. Through rigorous training evaluations and hands-on projects, over 40,000 employees were empowered to master crucial quality processes, techniques, and tools. Each year, the Company invites external industry experts or university professors to deliver specialized training on quality and reliability. To guarantee the seamless operation of overseas business and enhance customer satisfaction, an overseas quality training mechanism has been established to elevate the professional competence and English language skills of employees involved in international operations. During the reporting period, all employees participated in quality training.

CATL has created a quality performance evaluation to further reinforce the quality awareness among all employees. Based on the achievement of annual quality objectives, the Company has set up quality performance indicators from aspects such as market failure performance, guality cost, and problem-solving effectiveness and timeliness. This evaluation covers relevant departments like marketing, R&D, engineering manufacturing, supply chain and operational system and related departments, setting diverse weights depending on the degree of business-quality correlation. Furthermore, monthly monitoring and management of quality indicators are conducted by the Quality Department, prompting relevant departments to provide regular reports, summaries, and analyses of the indicators, culminating in a monthly quality management overview report.

The Company adheres to a "positive reinforcement" approach in its quality development and establishes a multi-dimensional quality upturn incentive platform. This approach aims to encourage employees to engage in specialized quality initiatives, mitigate potential quality losses, and identify new business growth opportunities. During the reporting period, the Company stimulated employee participation through various recognition programs, including quality advocacy, training, recognition of "Quality Stars". For critical and complex issues, a specialized product and engineering technology project team was established for management and improvement. Through targeted improvement initiatives, the Company has generated over 200 relevant patents and established more than 480 technical specification documents. These efforts have created approximately RMB 2 billion in quality improvement benefits, significantly boosting the Company's core competitiveness in quality.

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Reliability Learning Platform

A platform is established to nurture reliability technology and engineering capabilities while accumulating expertise, helping to boost the Company's core competitiveness.



Operation

Environment

◇ Supply Chain Management

Governance

Under the guidance of the Corporate Sustainability Management Committee, a Supply Chain Sustainability Management Committee has been established the supply chain system, coordinated by the Sourcing Department and with the participation of relevant departments. Together, they promote the management of supply chain sustainability and the implementation of responsible mineral due diligence management and manage the construction of responsible supply chains in a systematic and standardized manner.

CATL formulates systems such as the Supply Chain Sustainability Management Policy, the Supplier Code of Conduct, and the Due Diligence Management Policy for Responsible Mineral Resource Supply Chains for effective management of the environmental, social responsibilities, and business ethics of different types of suppliers. These systems help empower suppliers to reduce sustainability risks, and boost the sustainable transformation of the supply chain.

Strategy

CATL's value positioning focuses on "leading the creation of a globally competitive new energy ecological supply chain solution". The Company's strategic objectives in the supply chain are to "construct a value-driven center and lead cost, quality, and technology by constructing an agile, green, and compliant supply chain system". Centering around the three strategic directions of "regionalization, globalization, and intelligent networking", CATL strengthens its core competitiveness at the end-to-end supply chain and emphasizes building a sound partnership. Through the empowerment of technology and business capabilities, the Company continuously improves the efficiency and sustainability of its supply chain, and promotes the green and compliant development of the supply chain, to create long-term value for the Company, the supply chain, and society.

Impact, Risk and Opportunity Management

Supply Chain Resilience

In response to evolving economic and policy changes across major global markets, the Company sees the risk of disruptions in key industries and supply chains as an emerging concern. To address this, CATL promptly adapts to these market changes, flexibly adjusts its supply chain strategies, and improves its supply chain management capabilities to avoid supply obstacles or interruptions caused by the external environment. By doing so, CATL enhances the confidence of partners and customers, promotes the improvement of its reputation and market competitiveness, and drives its long-term sustainability.

To this end, CATL strengthens cooperation with suppliers and partners and enhances supply chain cooperation by establishing strategic partnerships and signing framework agreements. By exploring diversified supply chain cooperation models, the Company seeks to avoid dependence on a single model and to enhance supply chain resilience. Furthermore, a supply chain risk management mechanism has been established to dynamically monitor key risk factors and continuously track changes in regulatory policies, enabling the Company to gain insights into changes in market policies of various countries and adjust its strategies accordingly.

During the reporting period, the Company continued to carry out the local layout of the supply chain, encouraged each base to promote local sourcing, or invited external suppliers to build factories in and around the base location. These efforts help reduce the transportation cycle, shorten the supply time, and improve the risk resistance and rapid response capabilities of the supply chain system. In addition, to further ensure the supply of upstream key resources and materials required for battery production, the Company participates in the investment, construction and operation of battery mineral resources through various means such as self-establishment, equity participation, and joint ventures.

Supply Chain Compliance Traceability

The Company makes full use of digital technology to build a supply chain compliance traceability system, which encompasses both internal and external traceability. Its core objective is to comprehensively trace and record every stage of product production and supply chain management to ensure compliance with relevant regulations and standards. Internal traceability focuses on the Company's production process, with traceability in detail for the stages from raw material procurement, manufacturing, and packaging to internal logistics. This ensures the compliance, quality controllability, and traceability of the production process. External traceability, on the other hand, focuses on the sourcing of raw materials, the compliance of suppliers, and the traceability of the entire supply chain. This

ensures that the partners and suppliers chosen by the Company comply with relevant regulations and standards, further enhancing the transparency and quality management of the overall supply chain. Through the efficient coordination of internal and external traceability, the Company comprehensively controls the entire process of product production, to ensure product quality and compliance, and to meet the requirements of the market and regulations for product traceability. During the reporting period, CATL further improved the compliance traceability management system. By collecting supply chain maps, the Company carried out empowerment training for suppliers at all levels of the supply chain to strengthen the supply chain traceability capabilities.

Supply Chain Quality Management

The Company has formulated the *Supplier Quality Management Manual* to communicate its "zero-defect" quality objective to suppliers. Suppliers are evaluated in multiple dimensions, including quality system management, personnel capability, product and process quality, and quality improvement. In the admission assessment, the quality score accounts for 35%, and a "one-vote veto system" is implemented. For suppliers who fail to pass the audit, a dedicated quality team is deployed to provide on-site mentorship, enhancing their quality standards and delivery capabilities. The quality team also advises and assists suppliers in rectifying issues identified during on-site audits.

During the reporting period, CATL has refined the *Supplier Monthly Performance Management System and the Supplier Red/Yellow Card Warning System* to conduct regular performance monitoring of its suppliers. The supplier quality level is improved with progressively stricter benchmarks. The Company conducts monthly monitoring of supplier performance. Suppliers with continuous performance declines or batch quality issues, or who fail to annual audits will receive red or yellow cards. Measures such as high-level reporting, restrictions on new project assignments, and third-party counseling will be taken for these suppliers. Conversely, suppliers with outstanding performance, will receive a quarterly "Quality Performance Excellence Award" and be included in the annual "Excellent Supplier" evaluation.

In addition, an annual on-site audit plan for suppliers has been formulated, covering system operations, process control, change management, and other quality management elements. Core suppliers are audited at least once a year, and all suppliers are audited at least once every three years.

Supplier Monthly Performance Management System and Red/Yellow Card Warning System



Leveraging its extensive industry expertise, the Company empowers its supply chain partners by conducting annual training programs aimed at enhancing quality management capabilities. The training coverage for core suppliers has achieved 100%. During the reporting period, a supplier quality empowerment platform was launched, used by over 500 suppliers. The platform features more than 60 courses, encompassing essential knowledge and competencies specific to CATL, quality management methodologies, and product processes, among other topics. This initiative facilitates convenient and flexible online learning opportunities for suppliers, accessible at any time and from any location.

During the reporting period, the Company hosted a high-level supply chain quality forum under the theme "Awe for Quality–Respecting Changes and Advancing with Caution and Vision", engaging with more than 200 key material suppliers. These series of initiatives significantly enhanced communication between the Company and its supply chain partners, thereby fostering enhancements in supply chain quality standards.

Meanwhile, CATL provides suppliers with professional qualifications to meet certification requirements. During the reporting period, a total of 11 inspection training sessions were conducted, reaching out to over 120 suppliers. In addition, 3 chemical testing training programs were organized, comprising 9 sessions and covering 22 suppliers with 43 Testing Master certificates issued; and 2 Supplier Measurement Master certification training sessions were conducted, involving 74 suppliers and culminating in the awarding of 70 Measurement Master certificates. The Company also organized 3 sessions of 8D Master certification training, engaging 110 suppliers and granting 82 8D Leader certificates.

Sustainable Risk Assessment and Evaluation

The Company has established a supplier-sustainable risk identification and assessment mechanism. For the supplier admission and the review of existing suppliers, the mechanism incorporates sustainability-related assessment indicators to identify and evaluate the social responsibility risk levels of suppliers.

In the supplier admission stage, CATL refers to the requirements of IATF 16949, ISO 9001, and ISO 14001, as well as local labor and environmental laws and regulations. Through multi-party audits, the Company determines the supplier qualifications According to the above systems and local labor and environmental laws and regulations, CATL incorporates topics like environmental protection, critical minerals usage, child labor prevention, working hours regulations, business ethics, and integrity into assessment indicators. In the supplier relationship management system, external query interfaces and supplier-associated relationship tables are added to enhance screening for supplier corruption and related transaction risks.

CATL incorporates the requirements for sustainable management of suppliers into cooperation agreements. The *Supplier Code of Conduct* is formulated and all suppliers are required to sign it. The document covers relevant standards in labor, health and safety, the environment, compliance management systems, and business ethics. During the reporting period, 100% of the suppliers within the management scope signed the *Supplier Code of Conduct*. Furthermore, the Company includes clauses such as environment, health and safety, integrity, and responsible supply chain management into the procurement framework contracts, covering 100% of the suppliers.

For all direct raw material suppliers, CATL formulates the *Sustainability Agreement*, which stipulates its requirements for suppliers in terms of sustainability. This document encompasses requirements for carbon emission reduction, use of green energy, use of recycled materials, and due diligence management requirements for key materials (including minerals such as cobalt, nickel, lithium, copper, aluminum, lead, zinc, rare earth, mica, tungsten, tin, tantalum, gold (3TG), and their compounds).

For core suppliers, CATL establishes a value chain sustainable transparency audit tool - "CREDIT", which covers six modules: sustainable development governance system, business ethics, environmental protection, labor practices, sustainable procurement, and critical mineral management. The aim is to promote suppliers to meet the Company's ESG requirements. The CREDIT tool is equipped with a rectification mechanism. Based on the audit results, suppliers with medium and high-risk levels are required to formulate rectification plans, and the rationality of these plans is judged by a third-party audit institution. For general matters, rectification is required to be completed within a rectification period⁵ of 1 to 3 months. For suppliers that do not meet the rectification requirements or refuse to rectify, the Company will take measures such as reducing the supply share and suspending supply until the supplier qualification is canceled. During the reporting period, based on the *EU Battery Regulation (2023/1542)*, the Company further optimized the "CREDIT" audit tool and improved the assessment indicators for product carbon footprint and due diligence, establishing an evaluation system covering 31 secondary indicators and 114 tertiary indicators such as sustainable management structure, environmental management system, labor rights and interests. During the reporting period, 82 suppliers were audited, representing 100% of the core suppliers for the four major main materials (anode and cathode materials, electrolyte, and separator), of which 24 were audited for the first time. The proportion of suppliers with qualified scores or above has expanded to 87%.

The Company has adopted a variety of incentive measures to enhance suppliers' sustainable development performance. For example, suppliers with excellent sustainable management performance are preferentially selected when their technical and business aspects meet requirements. At the supplier conference, the "Sustainability Promotion Award" is set up to honor suppliers who excel in aspects such as building a sustainable system and participating in and fulfilling CATL's sustainability requirements.



⁵ For some special rectification plans, the rectification period can be appropriately extended with the assistance of a third-party auditing institution in making the judgment.

Due Diligence Management of Responsible Minerals

In terms of risk identification and assessment, the Company formulates procedures for identifying conflict-affected and high-risk areas (CAHRA) and the process of the supplier survey form (Know Your Supplier, KYS). Based on the CAHRA and KYS processes, the Company regularly collects supply chain maps and entrusts a third party to conduct an annual supply chain due diligence investigation to determine the upstream areas of the mineral supply chain and their risks. For each major transaction, the Company requires the provision of origin information to ensure an understanding of the transaction source, transportation route, and the name and location of the direct supplier. During the reporting period, the Company updated its responsible mineral management system in response to the *EU Battery Regulation (2023/1542)*. The updated content includes risk identification, assessment, mitigation measures, and transparency improvement. Based on the results of third-party audits, CATL strengthens its due diligence work instructions to improve the environmental and social responsibility standards of the supply chain and ensure compliance with laws and regulations.

In addition, the Company invites a third party every year to conduct due diligence audits on all nickel, cobalt, manganese, lithium, natural graphite, and mica chains. For other critical mineral (copper, aluminum) suppliers, it conducts two-party written due diligence questionnaire surveys. During the reporting period, the *EU Battery Regulation (2023/1542)* was incorporated into the Company's due diligence management of the mineral supply chain. On the basis of the original risk identification, CATL added relevant risk items such as the environment and ecosystem and included them in the scope of risk identification and assessment to ensure the environmental and ecological responsibilities of the supply chain. According to the results of due diligence, suppliers are categorized as high-risk or low-risk, and are required to develop rectification plans for the problems identified and receive CATL's monitoring of their rectification progress.

CATL is fully aware of the potential significant negative impact risks of engaging in mineral mining, trading, processing, and exporting in CAHRAs, including labor rights and interests, occupational health, environmental pollution, and money laundering. The Company continuously improves its risk response strategies to deal with potential risks in the supply chain and ensures that the purchased minerals meet the requirements of relevant laws, regulations, and international conventions. The records and reports related to CATL's due diligence investigation of responsible minerals are retained for at least 10 years and are required to be used correctly and stored safely in the Company's internal database.

During the reporting period, the Company conducted third-party due diligence investigations on 74 suppliers, covering the entire industry chain from direct suppliers to the source of minerals. No indications of concerning practices such as child labor, inhumane treatment, forced labor, armed conflict, or ecological harm were identified.

CATL actively builds an industry communication platform and takes part in the information sharing and experience exchange among upstream and downstream enterprises in the critical mineral supply chain. It works on the development, implementation, risk governance, and internal and external communication of the due diligence management assessment standards for the critical mineral supply chain. All these efforts aim to promote the construction of a responsible critical mineral supply chain.

Enhancement of Sustainability Capabilities

CATL conducts regular or irregular supply chain sustainability training to enhance the sustainable management capabilities of suppliers. During the reporting period, suppliers undergoing the "CREDIT" audit received centralized training before the audit and during the review after the audit. The training covered an introduction to sustainability-related content, methods to improve sustainable management capabilities, analysis of audit content and results, and introduction of classic cases. For suppliers undergoing the audit for the first time, the Company also invites third-party audit institutions to conduct irregular training.

In terms of responsible mineral management, the Company provides training for suppliers, helping them improve their capabilities in due diligence investigations on upstream sources. By signing sustainability agreements, suppliers are required to communicate this principle to their secondary suppliers. For the responsible mineral module, the Company conducts one-on-one empowerment training for key suppliers to enhance their due diligence management capabilities of the mineral supply chain. The Company holds at least one centralized training session on responsible mineral management for suppliers every year. During the reporting period, special training on responsible mineral management was conducted for suppliers, covering policy interpretation, industry analysis, introduction of best practices, and compliance requirements. For suppliers that fail to make timely rectifications, CATL will offer customized training as needed. The Company invites experts in the field of due diligence investigations of the mineral supply chain to conduct training for major first-tier suppliers, effectively empowering suppliers to improve their due diligence management capabilities. According to the analysis of the due diligence investigation results of the lithium-ion battery industry chain by a professional third-party audit institution, the scores of CATL's suppliers in responsible mineral management are higher than those of industry peers.

Contemporary Amperex Technology Co., Limited

Overview of CATL

Governance

Environment

◇ Customer Relationship Management

Governance

The Company has established professional product sales and customer service teams for different markets, led by the heads of each business line within the marketing system, reporting directly to the Company's management. The team regularly convenes customer service meetings and thematic reports to promptly address customer needs. By coordinating internal resources, the team aims to meet customer needs effectively, thereby continuously enhancing customer satisfaction and reinforcing the Company's competitiveness in products and services.

Strategy

Adhering to a "customer-centric" service philosophy, the Company continuously refines and deepens its customer service system across pre-sales, in-sales, and after-sales stages. A global customer service network has been established, leveraging digital management to enhance the timeliness of customer service and the responsiveness of spare parts delivery. CATL is also actively exploring new business models and opportunities in the new energy aftermarket to further enhance its overall competitiveness.

Impact, Risk and Opportunity Management

Customer Service System Management

In terms of system development, the Company has optimized and upgraded key process documents, such as customer need management, order management, service agent management, and customer satisfaction management, in line with annual business requirements. New systems, such as the *Customer Need Management Procedure*, have been introduced to clarify the responsibilities of all relevant departments involved in customer need management and the coordination mechanisms, thereby continuously elevating the level of customer service.

In the pre-sales phase, the Company emphasizes precise market analysis and in-depth exploration of customer needs. CATL streamlines the processes of customer communication and solution design, delivering tailored solutions that effectively address specific customer needs. During the in-sales phase, the Company adopts a digital and intelligent customer management model by integrating systems for customer demand planning management, order management, and credit management, thereby optimizing the leads-to-cash (LTC) process. These initiatives enhance management efficiency and the speed of response to customer needs. The customer demand planning management system consolidates various business scenarios, including sales, marketing, and customer service, which enables automated data management, real-time data sharing, and traceability of data sources and optimizes the allocation of internal production capacity, thereby meeting customer needs more effectively and efficiently. In addition, the Company promptly identifies customer feedback and adopts a hierarchical response system, with escalating levels of handling and comprehensive reporting, to guarantee efficient issue resolution and continuous enhancement. During the reporting period, the Company streamlined the business processes and rules related to customer orders, enabling online order management, which significantly enhanced order management efficiency and satisfaction.

In the after-sales phase, the Company has consistently expanded its global after-sales service network, enhancing both internal and external professional support teams and ancillary facilities. These efforts are aimed at continually improving customer satisfaction, spare parts efficiency, and value-added services while strengthening process communication and ensuring customer satisfaction. Consequently, the overall service capability of the aftermarket has been steadily enhanced, providing customers with a superior service experience.

During the reporting period, the Company's customer service management continued to garner external recognition. From 2017 to 2020, CATL was successively awarded the Five-Star (Conformity) Certificate, Seven-Star (Excellence) Certificate, and Twelve-Star Certificate (currently the highest industry level in China) issued by the National Commodity After-sales Conformity Certification Evaluation Committee. From 2020 to the end of the reporting period, the Company has consistently maintained its twelve-star certification level.

Customer Service Resources and Transformation

The Company has established over 770 after-sales service stations, among which 169 are overseas after-sales service stations. All service station personnel are required to complete maintenance training and pass examinations to obtain certification before commencing work. As of the end of the reporting period, in line with the expansion of service stations under the new business model, the Company had cumulatively certified 6,800 maintenance technicians, including 1,170 overseas engineers of various grades. Furthermore, these service stations are equipped with comprehensive technical support personnel and state-of-the-art facilities to consistently deliver high-quality service to its global customers.

Leveraging a dual data center after-sales service system both domestically and internationally, the Company has achieved closed-loop management from service demand intake to customer followup. This system enables digitalized service delivery, refined service control, and intelligent service processes. These efforts significantly boost service operational efficiency and customer service experience, thereby supporting the Company's global expansion.

The Company continues to refine its after-sales service model. Building on the foundation of regular star-rated authorized service stations established with service agents, it has introduced specialized and testing station cooperation models. CATL has launched the independent after-sales service brand "NING Service", focusing on the transformation from a spare parts distribution model to a sales-oriented model. During the reporting period, the Company gradually promoted domestic service agents to reach a willingness to cooperate and upgrade, and revised the standard contract, material management in service stations, assessment measures and other contents in the *Management System of CATL Domestic Service Agents*. Besides, the Company has enhanced the standardization of the joining and exiting processes for overseas service agents, thereby safeguarding the effective deployment of service resources.



after-sales service stations



cumulatively certified maintenance technicians



Governance

Customer Communication and Satisfaction Management

The Company places significant emphasis on maintaining long-term communication with customers and has established an efficient complaint-handling mechanism. Designated specialists are responsible for managing these complaints to ensure prompt responses. Customers can submit their complaints or questions via the 24-hour service hotline (400-918-0889), WeChat account, and official website. Internal service management personnel shall determine the validity and nature of the complaints, and implement the handling mechanism in accordance with the regulations. After the complaints or problems are resolved, the Company shall report and communicate with the customers, and close the complaint cases. During the reporting period, the closure rate of customer complaints both at home and abroad reached 100%.

The Company conducts annual satisfaction surveys for both domestic and international customers. Teams in different sales links, in accordance with the Company's requirements, carry out targeted customer satisfaction surveys to improve and enhance customer service management work from different sales links. During the reporting period, the Company conducted customer satisfaction surveys, and 94% of customers expressed satisfaction. Meanwhile, the Company launched a customer satisfaction survey system and refined the *Customer Satisfaction Management Procedures*, which ensures the comparability with historical data, and optimizes the calculation logic and weight allocation of key indicators, including the customer scorecard, failure rate, demand satisfaction, and abnormal expenses. Adhering to the principle of continual improvement, the Company establishes a dedicated customer service enhancement initiative following satisfaction surveys, aiming to provide timely feedback on enhancement outcomes and continuously monitor the effectiveness of these enhancements. The Company also conducts customer interviews at least twice a year to collect and address issues in the service process.

Drawing on customer communications and feedback, the Company consistently works to enhance the promptness of its services. During the reporting period, the Company developed a spare parts forecasting model and a spare parts demand management model. These models optimized the distribution and allocation of spare parts, achieving a first-time spare parts satisfaction of over 90%. The Company continuously advanced the standardization of its rework business and expanded its global rework network. During the reporting period, three overseas rework centers were established, responsible for rapid response to customer needs in the European, American, and Asian markets and completing rework tasks in line with high standards.



Service Team Capacity Building

The Company is dedicated to cultivating a customer service team with robust business capabilities and high professional standards. Regular evaluations are conducted to assess the competencies and job fit of service personnel. The Company encourages internal rotations to help staff gain comprehensive customer service experience across the entire chain. This approach fosters collaboration and mutual support within the team, thereby elevating the overall service standards. In addition, the Company conducts annual specialized customer service training for all employees involved in sales and marketing systems. This training is designed to enhance employees' customer service awareness, abilities, and skills, enabling them to better understand and fulfill customer needs.

To further motivate employees to improve their customer service capacities, the Company conducts the selection of individuals and teams' honorary awards like the "Customer-Oriented Award". During the reporting period, by virtue of its mature customer service management system, the Company led and participated in the formulation of three national, industry, and group standards for customer service pertaining to power batteries and new energy vehicles, notably including the *Technical requirements for completion and acceptance of traction battery maintenance*. This endeavor aimed to share the Company's expertise in after-sales service management and maintenance technology.

The Company implements training and certification programs for technical and operational roles across its nationwide network of service agents, ensuring a high standard of customer service in the market. Each year, regular, multifaceted audits and reviews of service agents are conducted, encompassing monthly quality audits and unannounced inspections. The Company has established public email inboxes and systematic channels for feedback and evaluation. The audit results serve as an important basis for the monthly performance assessment of service agents and the rating of service stations to ensure the continual improvement of service quality.

In addition, CATL holds an annual after-sales service agent conference every year. Focusing on the overall service quality situation of the current year, it commends and awards honors to the outstanding after-sales service agents. During the reporting period, the Company held annual after-sales service agent conferences for domestic and overseas suppliers respectively, inviting more than 400 service agents from around the world to participate. During the reporting period, the service level of service stations has steadily improved.



◇ Intellectual Property Protection

Governance

A Patent Management Committee has been established, consisting of the heads of various R&D institutions, which is responsible for strategic planning of intellectual property at the Company level to ensure the achievement of intellectual property-related goals. Senior technical experts from each R&D institution form a Departmental Patent Committee, responsible for formulating, deploying and implementing the intellectual property business plan of the department. In addition, the Company has specially established an Intellectual Property Department to comprehensively handle the comprehensive strategic planning, layout, operations, licensing, and litigation.

Strategy

Upholding the principle of "Respecting intellectual property rights of others and safeguarding our own", CATL protects its competitive advantage and brand reputation through comprehensive intellectual property rights (IPR) management while avoiding violation of the IPR of others. The Company prioritizes the development of a patent quality management system, with management objectives centered on the creation of core patents, overseas patent deployment, licensing patent development, and licensing revenue. These efforts aim to maintain a healthy competitive order within the industry and support the Company's global expansion.

Impact, Risk and Opportunity Management

Risk Identification and Control

The Company integrates IPR risk identification and management into its core business processes, including R&D, procurement, and sales. By continuously identifying and assessing IPR risks based on each project, the Company ensures the IPR compliance of its products.

Patent representatives participate as project members throughout the development process of all R&D projects, and identify and control the IPR risks of the projects. When collaborating with international partners. CATL and its partners are required to explicitly define the ownership, usage, maintenance, and risk management of IPRs, and establish a reliable mechanism to share R&D outcomes. The Company also includes an IPR protection clause in the contracts with suppliers, addressing the ownership, usage, and risk mitigation of IPR.

The Company has developed a customized comprehensive digital IPR management system. All IPR-related work is processed through this digital system, ensuring efficient and robust protection of innovation achievements.

CATL has formulated the Intellectual Property Incentive Regulations, IP Protection Management Procedure, Establishment and Operation Management Regulations of Patent Management Committee, Management Regulations for Patent, Trademark Management Approach, Copyright Management Approach, and other documents. These systems are designed to implement the whole-process standardized management on the creation, management, application and protection of the Company's IPR including trademarks and copyrights. To manage IPR in overseas operations, the Company has formulated the Global Patent Portfolio Guidelines and established an overseas patent portfolio evaluation model to protect innovation and core products.

Intellectual Property Enforcement

To ensure fair competition, CATL actively protects its IPRs, and performs technical and marketing trace for similar products in the market, issuing timely warnings for any malicious infringements of the Company's patented products or patented achievements. Meanwhile, CATL's Intellectual Property Department plays a crucial role in investigating malicious infringement acts to safeguard the Company's rights and interests

Intellectual Property Rights Licensing Cooperation

The Company actively engages in external cooperation and global governance of IPR. During the reporting period, CATL joined the WIPO GREEN under the World Intellectual Property Organization to promote the transformation of green energy technologies globally. The Company embraces the concept of "Collaborative innovation along the industry chain to promote healthy industry development". CATL fosters active collaboration with upstream and downstream partners through IPR licensing, leveraging its technological capabilities and IPR advantages to empower the entire industry chain and achieve mutual benefits. Additionally, the Company has partnered with many universities on IPR initiatives to enhance its global influence.

Fair Competition

CATL upholds the principles of "voluntariness, equality, fairness, and integrity" in its business operations. In strict accordance with the Antimonopoly Law of the People's Republic of China, Anti-Unfair Competition Law of the People's Republic of China, and other relevant laws and regulations, the Company actively encourages employees to uphold ethical business practices and promote a climate of fair competition within the industry.

The Company has integrated anti-unfair competition management into the compliance management department, appointing the General Counsel as the principal responsible for overseeing such efforts and requiring periodic reports to the senior management on the status of anti-unfair competition management. The compliance team, along with its specialists, is tasked with the specific responsibilities of managing anti-unfair competition, including enhancing law and regulation tracking, system development, risk assessment, review, training. These specialists are required to report to the General Counsel on a regular basis

A risk assessment mechanism has been established for anti-unfair competition that combines both top-down and bottom-up approaches. This mechanism aims to systematically identify the latest changes in domestic and overseas laws and regulations on a regular basis and promptly update its management system to ensure compliant operation. During the reporting period, in the context of international cooperation, the Company further refined the Guidelines for Information Exchange between Competitors, revising them into the more practical and operable Guidelines for *Competitive Sensitive Information Exchange*. Supporting processes were established to provide employees with compliance strategies for assessing whether a project involves the exchange of competitively sensitive information, along with specific guidelines for such exchanges.

In addition, an Antimonopoly Compliance Policy has been established and implemented, which includes compliance training programs for management personnel. The Company conducts compliance reviews of contracts to ensure adherence to fair competition principles. This endeavor is aimed to ensure that all relevant business operations undergo compliance evaluations and comply with merger filing requirements of relevant countries.

CATL insists on responsible sales and marketing. It standardizes the compliance of the Marketing Department, sales teams, and product teams throughout the entire process of business expansion and contract management, providing accurate and comprehensive information on market development, and customer sales.



Governance

Corporate Governance Investor Protection

Risk Management and Internal Control
 Anti-bribery and Anti-corruption
 Information Security and Privacy Protection



Contemporary Amperex Technology Co., Limited

Overview of CATL

Corporate Governance

In alignment with the Code of Corporate Governance for Listed Companies and the Self-regulatory Guidelines No.2 for the Companies Listed on the Shenzhen Stock Exchange – the Standardized Operation of Companies Listed on the ChiNext Market, CATL has implemented a robust and efficient corporate governance framework comprising the General Meeting of Shareholders, the Board of Directors, and management. This structure features a clear delineation of rights and responsibilities, ensuring standardized operations that uphold the fairness and rationality of corporate governance decisions.



The Company follows the Articles of Association for the selection, appointment, and dismissal of directors and supervisors, granting autonomy to the Board of Directors and Board of Supervisors in major decision-making and operational management. A performance assessment mechanism has been established for the Board of Directors to regularly evaluate members' performance, ensuring effective governance of the Board's governance. The performance of the directors and senior management is assessed by the Board of Directors or its Remuneration and Assessment Committee, which may engage third-party for assessments. Independent directors and supervisors undergo performance assessments through self-assessment and peer assessment methods. To ensure the effectiveness of the Board of Directors, all board members undergo annual performance assessments.

Directors serve a three-year term and are selected or replaced through the General Meeting of Shareholders, with the possibility for renewal. As of the end of the reporting period, the Company's Board of Directors comprises nine directors, including three independent directors and one female director. The current board members possess diverse professional competencies in areas such as industry, finance, and business management, backed by substantial industry expertise.

Structure of the Board Members of CATL in 2024

				Professional competence			
Title	Name	Gender	Job status	Industry experience	Business administration	Accounting/ finance	R&D
Chairman, General Manager	Zeng Yuqun	Male	Present	\checkmark	\checkmark		\checkmark
Co-Chairman	Pan Jian	Male	Present		\checkmark		
Vice Chairman	Li Ping	Male	Present		\checkmark		
Vice Chairman	Zhou Jia	Male	Present		\checkmark	\checkmark	
Director	Zhao Fenggang	Male	Present	\checkmark			\checkmark
Director	Ouyang Chuying	Male	Present				\checkmark
Independent director	Lin Xiaoxiong	Male	Present		\checkmark		
Independent director	Zhao Bei	Female	Present		\checkmark	\checkmark	
Independent director	Wu Yuhui	Male	Present			\checkmark	

Note: Mr. Pan Jian was elected as Co-Chairman of the fourth session of the Board of Directors of the Company on January 17, 2025.

Composition of the Specialized Committee of the Board of Directors in 2024

Title	Name	Strategy Committee	Audit Committee	Remuneration and Assessment Committee	Nomination Committee
Chairman, General Manager	Zeng Yuqun	\checkmark			\checkmark
Co-Chairman	Pan Jian	\checkmark			
Vice Chairman	Li Ping	\checkmark		\checkmark	
Vice Chairman	Zhou Jia	\checkmark			
Director	Zhao Fenggang	\checkmark			
Director	Ouyang Chuying	\checkmark			
Independent director	Lin Xiaoxiong		\checkmark	\checkmark	\checkmark
Independent director	Zhao Bei		\checkmark	\checkmark	
Independent director	Wu Yuhui		\checkmark		\checkmark

Note: Information above as at the end of the reporting period

ronment

CATL has established a sound system for the assessment and remuneration management of directors and senior management. The Remuneration and Assessment Committee is responsible for designing remuneration plans for directors and senior management and overseeing their execution. The remuneration of directors and supervisors are determined by the General Meeting of Shareholders. The Board of Directors assesses and approves senior management remuneration plans, presenting them to the General Meeting of Shareholders and ensuring full information disclosure.

CATL leverages performance assessments as a key factor in determining the remuneration and additional incentives of senior management, connecting their compensations to both the Company's overall performance and individual achievements. The assessment criteria for the Company's performance include sales revenue, profit margins, sustainability achievements, and technological innovation leadership.

Investor Protection

In compliance with the *Company Law of the People's Republic of China, Securities Law of the People's Republic of China, Self*regulatory Guidelines No.2 for the Companies Listed on the Shenzhen Stock Exchange – the Standardized Operation of Companies Listed on the ChiNext Market, Guidelines for Investor Relations Management of Listed Companies, and other relevant laws and regulations, as well as the Articles of Association, CATL has established an Investor Relations Management Framework. It aims to protect investors' rights to be informed and to participate in significant corporate matters, safeguarding the interests of small and medium investors, and continuously creating reasonable investment returns for investors.

CATL respects and safeguards the rights of all shareholders as company owners, consistently conducting the General Meetings of Shareholders in strict accordance with the *Articles of Association, Rules of Procedure for General Meetings of Shareholders,* and related regulations. This practice ensures that shareholders can engage in the significant decision-making as outlined by laws, administrative regulations, and the Articles of Association. The Company also facilitates actively and make convenient arrangements for small and medium shareholders to participate in voting, guaranteeing their equal rights.

Furthermore, the Company ensures shareholders' rights to be informed, fulfilling legal obligations through truthful, accurate, complete, and timely disclosure. By establishing the Investors and Public Relations Management Committee, CATL fosters open, comprehensive, and effective communication with investors interested in the Company. This endeavor aims to enhance investor understanding and recognition of the Company, fostering a constructive interaction mechanism.



CATL releases company updates through its official website and WeChat account, engaging investors via platforms like the Shenzhen Stock Exchange Hudongyi, which is a platform enabling the interaction of investors, like investor hotline, email, field research, and performance briefings, etc. Within the reporting period, the company has finished six performance briefings and offline investor research activities. CATL also responded to over 160 questions on the online investor interactive platform. In total, more than 1,500 institutional investors and over 7,000 individual investors have been engaged in CATL's investor relations activities.

In order to standardize connected transactions and minimize unnecessary connected transactions, and to prevent the Company's controlling shareholders, de facto controllers, directors, supervisors, and senior management from exploiting connected transactions to the detriment of the Company and small and medium shareholders, the Company has established detailed regulations within the *Articles of Association, Rules of Procedure for General Meetings of Shareholders, Rules of Procedure for the Board of Directors, Working System for Independent Directors*, and *Connected Transaction Management System*, etc. These regulations cover the scope, review, disclosure and avoidance procedures for connected transactions, ensuring equitable decision-making for all shareholders.

Throughout the reporting period, the Company's related-party transactions were standard business dealings essential for the Company's regular production, operations, and business growth. These transactions adhere to the principle of fair market practices, offering fair and reasonable prices, and undergo the requisite decision-making processes with full information disclosure. Independent directors, the Board of Supervisors, and sponsor institutions have issued their verification opinions. There have been no instances of utilizing related-party transactions to detrimentally impact the interests of Company shareholders, including small and medium shareholders.

The Company places significant emphasis on maximizing investors' returns and has established a scientific and rational profit distribution policy. Since listing, the Company has distributed dividends annually based on its performance and operational development, actively rewarding its shareholders. As of the end of the reporting period, the Company has cumulatively distributed nearly RMB 31.2 billion in cash dividends to its shareholders.

During the reporting period, the Company disclosed the *2023 Annual Profit Distribution Plan* on March 16, 2024, significantly raising the dividend payout ratio to 50% of the net profit attributable to shareholders of the listed company in the 2023 consolidated financial statements. A cash dividend of RMB 50.28 per 10 shares (tax inclusive) was distributed to all shareholders, with the total cash dividend amounting to RMB 22.1 billion, which was completed by April 30, 2024. Additionally, the Company disclosed the *2024 Special Dividend Plan* on December 11, 2024, distributing a cash dividend of RMB 12.30 per 10 shares (tax inclusive) to all shareholders, with the total cash dividend amounting to RMB 54 billion, which was completed by January 24, 2025.

Moreover, the Company disclosed the 2024 Annual Profit Distribution Proposal on March 15, 2025, planning to distribute a cash dividend of RMB 45.53 per 10 shares (tax inclusive) to all shareholders, with the total cash dividend amounting to nearly RMB 20 billion. On the same day, the Company also disclosed the Announcement on Authorizing the Board of Directors to Formulate the 2025 Interim Dividend Plan, proposing to request the general meeting of shareholders to authorize the board of directors to formulate the 2025 interim dividend plan, with the dividend amount not exceeding 15% of the net profit attributable to shareholders of the listed company for the current period.

The Company is committed to continuously enhancing its intrinsic value through prudent operations, thereby creating long-term investment value for its shareholders. Through the distribution of cash dividends, the Company aims to tangibly enhance the sense of gain for its shareholders.



Sustainable Development Governance

Governance

Risk Management and Internal Control

Governance

With a high priority on the effective operation of its risk management and internal control systems, CATL continues to develop a risk management framework that aligns with its business objectives, thereby safeguarding its high-quality development.

The Board of Directors serves as the supreme governance body for risk management within the Company, setting the overall objectives for the Company's risk management and overseeing the implementation of risk governance and internal controls. Under the governance of the Board of Directors, the Company has established a risk governance structure comprising "three lines of defense", clearly defining the risk management responsibilities of each department.

F	Risk Governance Structure of "Three Lines of Defense"	
First line of defense: Business department	Management personnel of business departments are the direct bearers and managers of risks. They are responsible for identifying key risks within their business scope, promptly reporting any changes in risks, and conducting reasonable assessments and controls of related risks.	
Second line of defense: Risk management department	The Company has institutionalized the risk manager position within its senior management structure and has established a senior committee. This committee is responsible for setting risk management standards and monitoring and guiding the first line of defense in implementing these standards.	
Third line of defense: internal audit department	The third line of defense consists of the Internal Audit Department, which is tasked with providing independent and objective audits and assessments of the effectiveness of significant risk management and internal control activities. Reporting directly to the Board of Directors, the Internal Audit Department ensures the objectivity, authority, and credibility of its audit findings.	
internal audit department	of significant risk management and internal control activities. Reporting directly to the Board of Directors, the Internal Audit Department ensures the objectivity, authority, and credibility of its audit findings.	

The Company has formulated and issued the Risk Management Policy. This policy outlines the organizational structure for risk management, the procedures for identification, evaluation, and supervision, as well as a list of risks and corresponding response strategies. The Company categorizes risk management into two primary types: conventional risks and emerging risks, encompassing the identification and addressing of impacts and risks associated with its sustainability initiatives.

Strategy

Sound risk management practices coupled with an effective internal control system serve as fundamental pillars for ensuring sustainable corporate development and enhancing market competitiveness. Guided by an enterprise-wide risk governance architecture, the Company has established an integrated risk management ecosystem encompassing systematic identification, assessment, and monitoring. CATL has embedded robust risk management and internal control measures into strategic decision-making processes and operational workflows, thereby enabling sustainable growth and long-term value creation amidst evolving business complexities.

Impact, Risk and Opportunity Management

Risk Management and Crisis Management

The Company implements comprehensive closed-loop risk management by following a sequential process of risk identification, assessment, response, and monitoring. CATL regularly re-evaluates risks and develops response strategies to promote sustainability.



In addition, the Company has established a closed-loop management system for crisis events, including pre-event prevention, in-event response, and post-event review, as well as standards for classifying and grading crisis events and their corresponding responses. This ensures that CATL can make emergency response, decision-making, handling, post-event rectification, and optimization for crisis events in an orderly manner, thus controlling the escalation of crises and minimizing significant damage or negative impacts caused by crisis events.

During the reporting period, the Company enhanced its management framework for emerging risks through the formulation and implementation of the Emerging Risk Management System of Contemporary Amperex Technology Co., Limited. This system establishes standardized procedures for emerging risk information collection and disclosure mechanisms, thereby strengthening the Company's enterprise-wide emerging risk management capabilities. The Company has identified two primary categories of emerging risks: disruption of a systemically important supply chain risk, and integration of sustainability into production and operation risk. Corresponding response strategies have been developed and implemented.

For details, please refer to the Risk Management Policy on the Company's official website.

Business units and functional teams collect risk information from internal and external sources on a regular or irregular basis, perform preliminary risk identification, and occasionally perform risk identification based on the actual business conditions. Taking into account the needs of business units and functional teams, the Legal and Compliance Department provides methodological

Business units and functional teams analyse and assess the identified risks on multiple dimensions, including likelihood of occurrence and magnitude of impact. They assess the residual risk based on the inherent risk, taking into account existing controls or other risk management measures, and

Business units and functional teams develop and implement response plans based on the

The Audit Department monitors and assesses, at least annually, the ability of the relevant departments and business units, including the risk management functional departments, to implement risk management in accordance with the relevant regulations and its effectiveness. Monitoring and assessment reports are submitted directly to the Audit Committee of the Board of

Contemporary Amperex Technology Co., Limited Over

Overview of CATL

Governance

Environme

Risk Culture Development and Performance Assessment

CATL has established a comprehensive training program to enhance understanding of risk management and control among employees at different career stages. This initiative combines internal and external training resources to bolster awareness. New hires undergo mandatory safety and factory-level safety training. During the reporting period, the Company launched an open course on Risk Management and Internal Control for all employees and organized training sessions for personnel at all levels. The course included an overview of risk management, risk identification and assessment, and risk control and response. The course was designed to help employees understand and identify risks and develop effective risk management strategies.

The Company has integrated the effectiveness of risk management into the performance assessment system for business departments and established a dedicated incentive program. Employees who provide valuable and actionable risk management recommendations regarding identified corporate risks are eligible for corresponding bonus incentives. The Company encourages employees to provide feedback on risk events through diverse channels, like communicating with the risk management departments or reporting to the heads of their immediate departments. This initiative aims to foster all-employee involvement in risk management and cultivate a healthy internal control environment.

Internal Control

Adhering to risk-based principles, CATL has formulated an annual internal audit plan centered on its development strategies, annual business management objectives, and regulatory requirements for listed companies. The Company conducted internal audits for the headquarters, wholly-owned subsidiaries, and holding subsidiaries, covering its core businesses, matters, and high-risk areas. Businesses concerned involve sales operations, procurement operations, after-sales operations, capital activities, asset management, related-party transactions management, guarantee management, and IT systems. This provides support for standardizing corporate governance, improving internal control, and making major management decisions.

CATL has also set up a *Closed-loop Management Policy for Audit Corrective and Preventive Actions* addressing internal control issues identified during internal audits. Through effective audit corrective and preventive actions, the Company creates a virtuous cycle in which rectification drives continual improvement in management. Quarterly reports, including quarterly tracking report for audit corrective and preventive actions, are shared with the Board of Directors and management for review. During the reporting period, to strengthen the internal control awareness and compliance culture of management personnel across functional and business departments, standardize operational processes, and enhance the Group's risk prevention capabilities, the Company developed and issued seven internal control implementation guidelines as well as internal control self-assessment checklists. These documents, aligned with the annual internal audit plan, cover critical areas including financial management, R&D operations, investment management, IT systems, and engineering operations, further enhancing the internal control and compliance management framework.

During the reporting period, the Company organized annual internal control review and training and counseling for the Company's headquarters, wholly-owned and holding subsidiaries. The main businesses and matters evaluated include development strategies, organizational structure, social responsibilities, corporate culture, human resources, procurement operations, sales operations, asset management, capital activities and guarantee management, exterior investment, related-party transaction management, contract management, financial reporting, research and development, engineering projects, IT systems, business outsourcing, subsidiaries control, information disclosure, internal information communication, and internal supervision. Following a thorough assessment, no significant deficiencies were identified in the Company's internal controls for both financial and non-financial reporting as of the base date of the review report.



Anti-bribery and Anti-corruption

Organizational Structure

CATL has set up a Code of Conduct Committee (COC) under the Board of Directors, fully responsible for the integrity development of various business systems and branches and subsidiaries of the Company. The COC bears the responsibility to formulate the Company's integrity policy, and establish comprehensive rules, regulations, and procedures with anti-corruption and business ethics as the core. In addition, it investigates employees who violate the *CATL Code of Conduct* and reports directly to the Board of Directors.



An Advisory Office has been established under COC as a permanent entity to oversee the specific implementation of the *CATL Code of Conduct*. The office is responsible for establishing integrity systems, conducting case investigations, promoting an integrity culture, advancing digital and intelligent monitoring capabilities, and developing domestic and international regional integrity frameworks. Integrity supervisors are appointed within each primary organization, subsidiaries, branches, and holding companies, as deemed appropriate. These supervisors are tasked with managing the development of integrity systems and the dissemination of an integrity culture within their respective organizations or units based on the assignments from the COC Advisory Office.

Governance

System Development

The Company has established a comprehensive integrity governance framework comprising 21 policy documents, anchored by the CATL Code of Conduct. This framework encompasses four key pillars: integrity oversight mechanisms, integrity conduct standards, integrity supervisor management protocols, and COC Advisory office personnel administration, thereby creating a robust, enterprise-wide integrity defense system. During the reporting period, the COC Advisory Office Supervisor Management Regulations were revised and new positions including internal supervisors and designated supervisors were added.

In terms of employee management, the Company formulated the Six Prohibitions on CATL Employees from Corruption, Management Provisions on Employee Integrity and Self-discipline, Provisions on Accepting Gifts and Money by CATL Employees, and Management System for Employee Integrity Agreements to regulate the behavior of employees in a comprehensive and multi-faceted manner. The Company mandates that all employees at Grade 4 and above execute integrity agreements, while employees above the engineer level must take the initiative to report potential conflicts of interest.

In terms of supplier management, CATL has formulated the Supplier Code of Conduct, mandating all suppliers to sign the Supplier Integrity Commitments in the admission stage. Anti-corruption due diligence has been incorporated into the supplier management process. Suppliers found to be in breach of these Commitments face potential consequences including gualification downgrade, liquidated damages payment, cooperation termination, and blacklisting. The Company has incorporated key indicators, including anti-corruption policies, corruption risk identification and assessment, and essential anti-corruption measures, into the suppliers' "CREDIT" audit process as a pivotal audit module.

Regarding the establishment of integrity systems in domestic and overseas subsidiaries, regional supervisors are stationed to conduct business research on key subsidiaries within their respective regions every six months. The research involves assessing fraud risks, understanding business processes and controls at critical junctures, and improving and refining processes and systems in response to identified issues in areas such as personnel management, asset management, bidding, and procurement.

In terms of supervising key departments, CATL assigns full-time supervisors to high-risk departments to enhance systems and processes, conduct preventive measures, and facilitate business growth. Focusing on "key minorities", this initiative helps fostering of integrated management system with a policy of "dare not corrupt, cannot corrupt, no desire to corrupt".

Supervision and Investigation

In the realm of risk assessment and internal audit, the Company conducts fraud risk evaluations across critical business units and sensitive positions. A "Business Ethics and Anti-Fraud" internal audit is mandated for each base at minimum three-year intervals, supplemented by ad hoc special audits targeting specific fraud risks as operational needs dictate.

CATL has provided comprehensive, independent and smooth reporting channels, including email, telephone, WeChat, and fax. It accepts complaints or reports from employees, partners (customers, suppliers, etc.) and the general public regarding suspected violations or criminal activities 24/7. Information on reporting channels is available on the Company's official website and is communicated to all employees through internal email, training, and bulletin boards.

The Company encourages its employees, partners (customers, suppliers, etc.), and the public to report any suspected illegal and criminal acts in accordance with the law. In compliance with the Provisions on Protection and Reward of Whistleblowers for Violation of Laws and Regulations, the Company protects whistleblowers by limiting access to information and assigning designated personnel to handle reports. Any acts of retaliation against whistleblowers will be dealt with severely to resolutely safeguard their legitimate rights and interests. The Company has established a Whistleblower Reward Fund, which provides rewards to whistleblowers based on the nature of the reported incidents, with the maximum reward amounting to RMB 1 million. Additionally, partners who proactively report violations may receive immunity from penalties and the right to maintain ongoing cooperation.

The Company assesses the received tips and initiates investigations into those with clear indications of violations of laws and regulations. In cases where illegal activities or crimes are suspected, the matter will be referred to judicial authorities in accordance with the law. During the reporting period, 26 internal violations and fraud cases were investigated, resulting in the punishment of 24 individuals, among which 4 were referred to judicial authorities.

During the reporting period, the Company significantly enhanced its digital and intelligent monitoring capabilities through the launch of "Star Lotus", an online, intelligent and automated one-stop COC platform designed for enterprise-wide integrity publicity. With comprehensive functionality, this integrated platform is accessible to all Group employees, enabling employees to browse the information on integrity developments, fill out integrity agreements, hand in gifts and gratuities, make integrity suggestions, and report complaints.



Integrity Culture Development

The Company consistently engages in the development of an integrity culture, guiding employees to embrace and embody this culture, while

also publicizing the achievements of its integrity development efforts to both internal and external stakeholders. CATL urges its partners to diligently fulfill their integrity pledges. For employees, the Company has employed diversified, routine, and differentiated promotional strategies, among other means, to foster a deeper understanding and appreciation of integrity culture. During the reporting period, the Company consistently conducted guarterly integrity training sessions, examinations, and integrity-themed cultural activities, ensuring that the message of integrity culture reaches all employees. The Company has launched Version 2.0 of its Employee Integrity Handbook, incorporating the latest compliance policies and case studies. The Company's integrity culture has been extended to its overseas subsidiaries. During the reporting period, localized versions of the Employee Integrity Handbook were developed for each European subsidiary, implementing a "One Handbook for One Country" approach to ensure culturally relevant integrity standards across the region. For new employees at different levels, the Company carried out special integrity training. During the reporting period, over 80 training sessions were conducted for front-line employees, more than 10 thematic training sessions for newly appointed managers, and one-on-one integrity For the management, the Company established a mechanism for the heads of primary organizations to report on their integrity responsibility. This mechanism is dedicated to clarifying their responsibilities regarding integrity and compliance, while reinforcing their awareness as the primary accountable individuals for integrity development within their

training sessions for newly appointed directors.

organizations and departments.



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Integrity-based Cultural Activities

The Company has consistently implemented a diverse range of integrity-focused educational initiatives, including Integritythemed Activity Month, COC Anti-corruption Enhancement Week, and "Lotus Cup" Microfilm Script Competition.



During the Integrity-themed Activity Month, the Company organized a comprehensive series of activities: Production of the COC Five-year Milestones Commemorative Album. "Integrity Philosophy Rooted in My Mind" Integrity Knowledge Competition, Integrity-themed Tea Culture Events, Internal Support for Integrity Initiatives, Integrity-themed Calligraphy and Painting Exhibitions and Integrity Policy Micro-Learning Sessions.



The COC Anti-corruption Enhancement Week featured enterprise-wide programs: "Case Studies for Self-Reflection", "Internal Warning Seminars", "Whistleblowing Procedures Awareness Campaigns", "Illustrated Guide to the Six Prohibitions", "Explore Star Lotus Portal, Declare Information, and Win Rewards" Engagement Drive. These initiatives successfully engaged over 5,000 employees across the Company.



The "Lotus Cup" Microfilm Script Competition garnered enthusiastic participation from both corporate headquarters and subsidiaries and branches, receiving over 120 script submissions.



The Company pioneered a groundbreaking "Prison Visit and Executive Legal Awareness Day" program, which included: On-site prison facility tours for 110+ middle and senior managers, exclusive anti-corruption seminars conducted by renowned legal scholars, and a hybrid participation format accommodating 1,500+ attendees, covering employees at all levels of the Company

For suppliers, the Company has established an anti-corruption training and communication framework to enhance supplier capabilities in anti-corruption business practices. During the reporting period, an integrity module was incorporated into the supplier conference agenda, emphasizing the norms for clean interactions among suppliers. The Company publicized reporting channels and called for joint efforts to build a culture of integrity and to create a fair, just, clean, and honest business environment. Additionally, on-site interviews were conducted with 62 suppliers to understand business cooperation and gather suggestions for management enhancement. During this process, the Company also communicated its integrity policies to these suppliers.

Joining external industry alliances like the Enterprise Anti-Fraud Alliance and the Sunshine Integrity Alliance, the Company has strengthened the exchange and learning of experiences in integrity and compliance. Through dedicated lectures, focused seminars, forums, and other professional engagements, it gains anti-corruption insights from academia, industry peers, and legal practitioners, while sharing its experiences in fostering integrity with other enterprises.

Information Security and Privacy Protection

CATL consistently upholds the information security policy of "Focus on Risks, Put Prevention First, Strengthen Awareness, Combine Technologies with Management, Involve All the Staff". The Company places significant emphasis on information security management, drawing on international best practices in its operational activities. By establishing a comprehensive data security management system that meets regulatory standards and ensures full coverage, CATL has laid a robust foundation for information security, benefiting both domestic and international clients.

CATL has established the Security and Secrecy Committee (SSC), along with its subsidiary, the Security and Secrecy Office (SSO) to coordinate the Group's information security and confidentiality management. The SSO operates through four specialized divisions: security management, security operations, security technology, and security oversight. In collaboration with external security firms, consulting agencies, and audit institutions, the SSO has established a comprehensive information security framework that encompasses all of the Company's manufacturing bases. The Company has established its internal information security management system in accordance with international and industry standards such as ISO/IEC 27001 and TISAX (Trusted Information Security Assessment Exchange). This system comprises various internal management documents, for example: Personal Information Protection Management Procedure, Regulatory Compliance Management Procedure and External Visitor Management Guidelines. During the reporting period, the Company enhanced its internal management mechanisms and operational processes to strengthen compliance in personal information handling. Key initiatives included implementation of the Overseas Personal Data Protection Charter and Personal Information Protection Management Measures, the establishment of compliance protocols for application development and operations and access control standards for third-party application integration within internal communication platforms.

During the reporting period, CATL was not subject to any sanction for violating any law or regulation on information security and privacy protection.

Information Security Technology

The Company continuously updates and improves its information security management technology every year to strengthen its information security management.

Information Security Management Technology (Partial)

Unified Internet Outlet

Through the optimization and integration of the Group's independent internet gateways, the number of access nodes was reduced from over 40 to just 5, greatly minimizing the attack surface. This effort created a cohesive security management framework and enabled centralized, standardized administration of network exits

Zero Trust

The Company comprehensively implemented zero-trust control at the network, functional, and data levels for its core systems. CATL established an end-to-end zero-trust framework based on implementing an identity-based continuous trust assessment mechanism, carrying out ongoing trust evaluation and dynamic access control

The Company regularly collaborates with organizations certified by the CCRC (China Cybersecurity Review Technology and Certification Center) to conduct cybersecurity risk assessments. Through simulating hacker attacks, CATL evaluates the security of real-world environments, tests the efficacy of existing defense mechanisms, and identifies and rectifies potential security vulnerabilities. During the reporting period, the Company completed 9 drills and proactively identified and rectified over 40 high-risk vulnerabilities, which enhanced the overall security level.

Enhanced Email Security Capabilities

Through heterogeneous approaches, the Company adopted malicious email identification technology based on modeling and machine learning, constructed a heterogeneous email security protection matrix, and innovatively integrated a multi-engine collaborative analysis mechanism. As a result, the detection and blocking rate of malicious emails was significantly improved.

Continuous Threat Exposure Management (CTEM)

The Company has established proactive security defense strategies, continually and consistently evaluating the accessibility, exposure, and exploitability of the digital and physical assets. The Company monitors and manages potential attacks, thereby enhancing the overall security defense capabilities. During the reporting period, the Company proactively identified and rectified over 160 risks.

Cybersecurity Attack Defense Drills

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Overview of CATL

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Information Security Audit

CATL has established a sound information security audit system and comprehensively assesses data security compliance in subsidiaries and branches. During the reporting period, a total of 22 internal information security audits and 14 third-party information security audits were conducted for the headquarters as well as subsidiaries and branches.

Information Security Audit Categories and Frequencies

Audit Category	Frequency
Internal audit of information security management system	Once a year
Third-party institution ISO/IEC 27001 review	Once a year
Third-party institution TISAX certification	Once three years

By the end of the reporting period, CATL*, CATL-JS, CATL-SC, and other certified subsidiaries (18 in total) had completely passed ISO/ IEC 27001 information security management system certification. CATL, CATL-JS, CATL-SC, CATL-FD, CFBC, UABC, CATT and CATL-JC achieved the highest-level TISAX assessment AL3.

Data Compliance Management

During daily operations, CATL may need to collect personal information from its employees, visitors, and partners for business purposes. This may involve the collection, use, cross-border transfer, and third-party processing of such information in various scenarios. During this process, CATL strictly abides by the *Data Security Law of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China, the General Data Protection Regulation* (GDPR) of the European Union, and other national or regional applicable laws and regulations.

CATL routinely conducts data compliance assessments per applicable laws and regulations. The scope of such assessments includes, but is not limited to, the external sharing of personal information and various systems/frameworks. These assessments primarily focus on the impact on the rights and interests of data subjects and the adequacy of the security measures in place. During the reporting period, the Company conducted over 320 data compliance assessments in total, organizing training sessions on personal information protection for all staff members and specific personnel.

During the reporting period, the Company conducted a risk assessment regarding the collection of visitors' personal information. Subsequently, a new visitor management system was developed to enhance and refine compliance management throughout the entire lifecycle of visitors' personal information, spanning from collection, and processing, to storage.

Supplier Information Security Management

As business operations expand rapidly, CATL has broadened its information security management oversight to both upstream and downstream value chains.

The Company regularly carries out supply chain information security audits, covering information security organization and strategy, personnel management, physical security, data security, information security incidents and more. These audits help identify information security risks and provide guidance to suppliers for rectification and improvement. During the reporting period, information reviews of about 200 suppliers were conducted. In addition, the Company continued to conduct information security protection training for suppliers, providing information security-related training based on the documents such as *Non-Disclosure Agreement* and *Supplier Security and Confidentiality Instructions*, and conducting assessments.

The supplier entrusted to process data is required to sign the *Agreement on Entrusted Data Processing*, clarifying obligations in personal information protection of both sides and special provisions on cross-border transmission of personal information.

Information Security Culture Development

The Company has established a comprehensive information security culture system participated by all through refined policies, strengthened enforcement, and innovative mechanisms. As part of institutional development, the Company mandates all new hires to sign a *Confidentiality Agreement* for all new hires upon joining, and engineers and higher-ranking personnel are required to sign enhanced confidentiality agreements. Through annual information security training and assessments, the Company continuously enhances employees' security awareness and protective capabilities. During the reporting period, the Company consistently carried out information security training and examinations, with approximately 260,000 individuals participating, representing 100% coverage and pass rates. This has effectively strengthened the information security awareness of all employees.

To effectively enhance risk prevention and control capabilities, CATL organizes company-wide phishing email tests every month. These practical exercises help employees to identify and guard against potential threats. Meanwhile, an information security issue feedback and reward mechanism has been established, encouraging employees to actively discover and report security and confidentiality control loopholes. In accordance with the *Instructions on Supervision, Reward, and Punishment,* economic rewards are given for effective feedback, fully motivating employees to participate in information security management and continuously improving the Company's information security protection level.







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Environment

♦ Climate Actions

Circular Economy
 Energy Utilization
 Water Resource Utilization
 Environmental Compliance Management
 Emissions and Waste Management
 Ecosystem and Biodiversity Conservation

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♦ Climate Actions

Governance

The Company established a climate governance system with the Board of Directors as the supreme body to promote top-down climate change management. The Board of Directors formulates climate-related strategies. The Corporate Sustainability Management Committee (CSMC) is responsible for the identification, sorting, analysis, and management of important climate risks and opportunities. The CSMC also manages the annual budget for climate affairs, formulates climate-related goals, and supervises and supports specific tasks, providing guidance and coordinating resources for the related work. The committee also promotes the alignment of senior executive remuneration packages with climate-related performance indicators, and reports risks and response strategies to the Board of Directors. In addition, it implements the blueprint for specific climate-related work and reports key progress and risk responses to the CSMC.

The Company undertakes climate-related training to enhance the climate knowledge and skills of the management. CATL invites industry experts and professional institutions to lead specialized climate seminars that provide valuable support for informed decision-making on addressing climate issues.

The Company has established a cross-departmental special project team dedicated to advancing the high-quality implementation of "Zero-Carbon Strategy". Relevant departments and subsidiaries and branches have fully integrated climate change risk management into their daily operations, with a particular focus on performance indicators like energy efficiency enhancement, the proportion of zerocarbon power usage, carbon emission intensity at the manufacturing end, and carbon reduction efforts within the supply chain. These climate-related indicators have been seamlessly incorporated into the performance assessment and remuneration systems, furthering stakeholders to actively engage in the transition towards a low-carbon economy.

Strategy

In 2023, the Company launched its "Zero-Carbon Strategy", which sets the goal of achieving carbon neutrality in core operations by 2025 and across the entire supply chain by 2035. Based on the Zero-Carbon Strategy, the Company has developed a low-carbon transformation strategy aligned with these goals. CATL has established 6 task forces: Zero Carbon Design, Zero Carbon Factories, Zero Carbon Supply, Zero Carbon Manufacturing, Zero Carbon Power, and Circular Ecosystem. They are designed to comprehensively advance the Company's progress towards its zero-carbon goals.

Driven by innovation, CATL is fully committed to advancing the R&D of low-carbon products and technologies, and systematically advances process optimization, energy conservation, and emission reduction. The Company is actively developing renewable energy projects and expanding its efforts in recycling and repurposing of end-of-life batteries, taking a comprehensive approach to achieve carbon neutrality across its core operations and supply chain.



List of Climate Risks and Opportunities

Environment

Referring to the Task Force on Climate-Related Financial Disclosure (TCFD), IFRS Sustainability Disclosure Standards 2 - Climate Related Disclosures (IFRS S2) and other disclosure frameworks, CATL optimizes key climate actions through systematic identification, materiality assessment and financial impact assessment, aiming to provide support for low-carbon transition. The Company conducts climate scenario analysis and identifies the following key climate risks and opportunities.

Type of risks and opportunities	Main category	Specific risks/opportunities	
	A sute viele	Extreme heat	
	Acuterisks	Tropical cyclones	
Physical risks		Warming trend	
	Chronic risks	Water shortages	
	Policy and legal risks	International climate policy	
T en sitien stelle	Supply chain risks	Carbon reduction in supply	
i ransition risks	Market risks	Upstream markets	
	Energy risks	Energy restructuring	
	Markets	Market growth	
T		Battery recycling	
Transformation opportunities	Products and services	Renewable energy resources	
	Resource efficiency Process and technology		

Climate Scenario Analysis

The Company employs scenario analysis methodologies to quantitatively evaluate the potential impacts of critical climate-related risks and opportunities on both operational performance and financial outcomes across various climate scenarios. These analysis methodologies enable the Company to enhance its climate resilience and inform strategic decision-making processes. During the reporting period, the Company implemented physical risk scenario analysis for all material assets across domestic and international operations. Drawing upon the Fifth and Sixth Assessment Reports of the United Nations Intergovernmental Panel on Climate Change (IPCC), the Company used Representative Concentration Pathways (RCPs) with reference to Shared Socioeconomic Pathways (SSPs) scenarios to inform the physical impacts of climate change on CATL operation, CATL also utilized the climate scenario model developed by the Network of Central Banks and Supervisors for Greening the Financial System (NGFS) to evaluate the potential risks associated with the transition pathway under its Zero Carbon Strategy, and leveraged the climate scenarios outlined in the World Energy Outlook 2023 of International Energy Agency (IEA) to assess the transition opportunities.

List of Climate Risks and Opportunities

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Environment

List of Risk and Opportunity Scenarios and Assumptions

Analysis module	lssued by	Scenario category	Scenario description	Representative temperature
Physical		Representative Concentration Pathway RCP 4.5	In this scenario, robust global mitigation efforts are undertaken, which will halve current GHG emissions by 2080.	1.8°C
risks	IPCC	Representative Concentration Pathway RCP8.5	In this scenario where emissions continue unabated at their present levels and there will be no changes to current practices.	3.7°C
Transition risks		Net Zero Emissions by 2050 (NZE 2050)	The orderly scenario envisions limiting warming trend to 1.5°C through rigorous climate policies and technological innovations, with net-zero carbon dioxide emissions achieved by approximately 2050.	<1.5°C
	NGFS	Delayed Transition (DT)	The disorderly scenario assumes that global annual emissions will not begin to decline until 2030, necessitating strong policy interventions to constrain temperature rise below 2°C.	1.6°C
		Nationally Determined Contributions (NDCs)	The hot-house-world scenario assumes the implementation of committed policies beyond existing policies, with ambition exceeding their Nationally Determined Contributions.	2.6°C
		Net Zero Emissions by 2050 (NZE 2050)	Under this scenario, the global energy sector will achieve net zero emissions by 2050.	1.5℃
Transformation opportunitie	IEA	Announced Pledges Scenario (APS)	This scenario assumes that nations are adhering to their timelines for fulfilling their climate pledges, encompassing both Nationally Determined Contributions and long-term net-zero emission targets.	1.8°C
opportunitie		Stated Policies Scenario (STEPS)	The scenario is predicated on a sector-by-sector and country-by-country evaluation of existing policies and measures (energy-related policies or national announcements in place as of the end of August 2023), as well as those currently under development, to explore the potential direction of the energy system progression in the absence of additional policy implementation.	2.5°C

O Physical Risks

The Company has developed a climate risk score by assessing the frequency and intensity of climate hazards at each asset location and integrating the sensitivity of its business model, asset classifications, and geographical locations to four types of climate hazards. This score is subsequently employed to calculate the risk exposure of tangible asset values and operating income across different risk levels, which serves as a financial metric for the quantification of climate risk.

Asset and Revenue-related Physical Risk Exposure

		Asset risk exposure					Revenue risk exposure				
	Risk	Deceline	20	30	20	50	Deceline	20	30	20	50
		Dasenne	RCP 4.5	RCP 8.5	RCP 4.5	RCP 8.5	baseline	RCP 4.5	RCP 8.5	RCP 4.5	RCP 8.5
Chronic	Water shortages										
risks	Warming trend										
Acute risks Tr	Extreme heat										
	Tropical cyclones										
		Low ris	sk 🦲	Medium r	isk	High ris	k	Not appli	cable		

Risk analysis results:

- Under the RCP 4.5 and RCP 8.5 scenarios, warming trend and tropical cyclones present the highest overall risk level, with the highest concentration of asset values and revenues exposed to this "high-risk" climate category. The Company adopts targeted measures, enhances surveillance of extreme weather conditions, conducts periodic inspections and reinforces fixed assets, and refrains from undertaking long-term construction projects in regions prone to tropical cyclones or, alternatively, develops comprehensive contingency plans;
- Warming trend is projected to escalate in future scenarios. The Company has proactively focused on such physical risks and incorporated the potential adverse impacts of such hazard into its future planning, in order to enhance its emergency response protocols. In response to warming trend, the Company has preemptively optimized its power supply plan to manage the risk related to employee health and safety as well as business continuity.

Regarding the four types of physical risks identified as having a significant impact on the Company's operations, CATL has conducted an in-depth value chain impact assessment, systematically analyzed risk transmission pathways, evaluated their effects on key financial indicators and fully integrated the corresponding mitigation measures into the Zero-Carbon Strategy.

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Overview of CATL

Environment

Analysis of the Impact of Major Physical Risks and Countermeasures

Risk Category	Period of Impact	Pathway of Impact and Affected Business	Impact on Value Chain	Description of Financial Impact	Resilience Building Actions
Extreme heat Warming trend	Short-term, medium- term, and long-term	 Power rationing due to high temperature: Extreme high temperatures cause regional power constraints, resulting in factory shutdowns and disrupted PV operations; Performance Degradation from Extreme Heat: Sustained elevated temperatures impair the performance of cooling system, resulting in diminished PV conversion efficiency; High temperature hazard: Extreme high temperature threatens the health and safety of outdoor workers; Risks of high temperature: Rising temperatures exacerbate fire hazards in the factory. 	Upstream, downstream and core operations	Increased energy costs for equipment maintenance and cooling systems, as well as increased employee health and safety expenditures, has led to higher operating costs. This in turn, has restricted production capacity and reduced operating revenue.	 Disruption of operations: Configure equipment with uninterruptible power supplies and make plans ready for power rationing; Reduced efficiency: Establish a heat monitoring and warning system; Personnel safety: Implement staggered shifts and provide high-temperature rest areas; Factory safety: Strengthen safety inspection, and implement strict management on material storage and electricity usage.
Tropical cyclones	Short-term, medium- term, and long-term	 Disruption of operations: Typhoons/hurricanes cause flooding that damages factories and equipment; cyclones cause power outages that affect production; and strong winds force wind turbines to stop; Construction disruption: Tropical cyclones delay progress of projects under construction; Personnel safety: Extreme weather threatens employee commuting, transportation and outdoor work. 	Downstream and core operations	Increased equipment maintenance and insurance costs result in higher operating costs and capital expenditures and lower operating income.	 Disruption of operations: Enhance typhoon warnings and implement flood control measures; optimize waterproofing design of the factory in accordance with building codes; and select sites to ensure diversified power supply sources; Construction disruption: Enforce wind-resistance reinforcements for projects under construction; Personnel safety: Formulate cyclone emergency plans and organize regular emergency drills.
Water shortages	Long-term	 Operation interruption: Battery production, disassemble and recycling, as well as mineral mining and smelting, all have a certain level of dependence on water resources. Water shortages may lead to operational disruptions across these stages. 	Upstream, downstream and core operations	Restriction on production capacity, resulting in a decrease in operating income.	 Operation interruption: CATL strengthens the recycling of water during the dry season and gives priority to the adequacy of water sources when selecting locations. The Company implements a water resource management plan, sets water-saving targets and incorporates them into performance evaluations, with an intention to promote sustainable water use.

© Transition Risks

CATL formulated the strategy of "achieving carbon neutrality in core operations by 2025 and across the entire supply chain by 2035". Under the current regulatory environment, the company's exposure to external carbon costs associated with carbon market mechanisms remains limited due to its indirect involvement, CATL shifting its focuses on the risks brought about by the costs of marginal carbon emission reduction under different scenarios. To assess the potential transition risks CATL may face under its transition pathway of Zero Carbon Strategy, the Company selects several scenarios, including the 1.5°C-aligned Net Zero Emissions by 2050 Scenario (NZE2050) as the lowemission scenario, the Delayed Transition (DT) scenario with a moderate temperature rise as the intermediate-emission scenario, and the Nationally Determined Contributions (NDCs) scenario that aligns with the objectives of current national climate policies.

Financial Impact of Transition Risks

Year	Key milestone	NGFS climate scenarios	Costs of Carbon emission reduction				
		NZE 2050					
2025	CATLS goal of carbon neutrality in core	DT					
	operations by 2023	NDCs					
		NZE 2050					
2030	China's goal of carbon peaking by 2030	DT					
		NDCs					
2035	CATL's goal of carbon neutrality across the entire - supply chain by 2035 -	NZE 2050					
		DT					
		NDCs					
		NZE 2050					
2060	China's goal of carbon neutrality by 2060	DT					
		NDCs					
Low cost Relatively low cost Relatively high cost High cost							
Risk analysi	s results:						

- by year, and the costs of carbon emission reduction of the Nationally Determined Contributions (NDC) scenario are always much lower than those of the other two scenarios;
- is always the highest. This is mainly due to the significantly higher carbon price in the European Union than in other regions, which drives up the marginal emission reduction costs of the subsidiaries operating in Europe. This suggests that the carbon compliance requirements in the EU region under this scenario demand particular attention;
- Through modeling, conducting carbon emission reductions in line with the "Zero-Carbon Strategy" positions the Company's core operations on a 1.4°C pathway, aligned with the goal of the Paris Agreement to limit the global average temperature increase to 1.5°C above pre-industrial levels.

• In the above three categories of climate scenarios, the costs of carbon emission reduction continue to rise year

Over the above four time periods, the proportion of emission reduction in core operations under the NDC scenario

Environment

Analysis of the Impact of Major Transition Risks and Countermeasures of CATL

Risk Category	Period of Impact	Pathway of Impact and Affected Business	Impact on Value Chain	Description of Financial Impact	Resilience Building Actions
International climate policy	Short- term, medium- term, and long-term	• Export restrictions: Affected by international policies such as the EU's Net-Zero Industry Act, the EU Battery Regulation (2023/1542), and the US Inflation Reduction Act, the export of battery products is restricted. Enterprises are required to seek new approaches for setting up plants overseas or cooperation, and increase investments in aspects including zero-carbon management, supply chain optimization, and digitization transformation.	Upstream, core operations	Export restrictions lead to a decrease in operating income, and investing funds to upgrade low- carbon processes leads to an increase in short-term capital expenditures.	• Export restrictions: The Company conducts research on domestic and international policies and makes forward-looking planning. Relevant departments actively participate in the formulation of EU and domestic standards, promote the layout of overseas factories and the supply chain, and establish cross-departmental workgroups to coordinate zero-carbon management, supply chain optimization, and digital transformation.
Carbon reduction in the value chain	Short- term, medium- term	• Carbon reduction requirement across the value chain: Downstream customers of CATL increase their attention and requirements for the Company's carbon emission reduction pathways, overall climate transition plans, and product carbon footprints. In response to customer demands, the Company will increase carbon accounting and carbon reduction expenditures.	Upstream, downstream and core operations	Promoting green procurement and green logistics increases supply chain costs, and upgrading the Company's carbon management capabilities leads to an increase in operating costs; Failure to meet customers' requirements in carbon reduction has led to a decrease in orders and, consequently, a decrease in operating income.	 Supplier management: The Company sets climate indicators and requires first-tier suppliers to use green electricity and undergo third-party audits. Production, manufacturing and battery recycling: Establishes 6 task forces on "Zero-Carbon Strategy", builds a whole life cycle management system to reduce carbon footprints. Digital support: The Company develops the "CATL Carbon Chain Management System" to empower the coordinated carbon reduction of the industrial chain.
Upstream markets	Short- term, medium- term, long-term	 Risk of fluctuations in raw material prices: The Company's products are highly dependent on critical minerals such as lithium, nickel, cobalt, manganese, and graphite. The fluctuations in their supply and prices will be transmitted to the Company's production costs. 	Upstream, core operations	The increase in raw material prices raises production costs, resulting in a reduction in profit margins.	 Risk of raw material price fluctuations: CATL assesses the degree of resource scarcity and strengthens R&D reserves. The Company plans the upstream market and battery recycling, and constructs a dual- source supply system of "self-owned minerals + recycled extraction" to mitigate the impact of price fluctuations.
Energy restructuring	Short- term, medium- term, and long-term	 Production restrictions: The transformation of "dual control of carbon emissions" may require more energy management and control measures such as power rationing and off-peak power consumption, affecting production and the operation of battery swap stations. Increase in the cost of green electricity: Insufficient self-generated green electricity requires external procurement, and price fluctuations may push up operating costs. 	Core operations	Production capacity is limited, resulting in a decrease in operating income; Insufficient green electricity supply leads to an increase in production costs.	 Production restrictions: The Company promotes zero-carbon innovation in production lines to improve efficiency and energy consumption performance, and implements technical transformation projects to optimize equipment and digital management. Increase in the cost of green electricity. The Company expands the scale of self-generated PV power, implements green electricity procurement, and promotes green office operations.

© Transition Opportunities

The Company uses the climate scenarios in the World Energy Outlook 2023 (WEO 2023) released by the International Energy Agency (IEA) to analyze the current and future climate transition opportunities presented to CATL, with an intention to adopt appropriate response strategies. The Company selects several scenarios, including the 1.5°C-aligned Net Zero 2050 (NZE2050) scenario as the low-emission scenario, adopts the Announced Pledges Scenario (APS) that incorporates CATL's global strategic layout, overseas market activities and the climate policies of the countries where its businesses are located into the analysis as the intermediate-emission scenario, and uses the Stated Policies Scenario (STEPS) representing the business-as-usual pathway as the high-emission scenario for assessment.

The analysis of transition opportunities focuses on the market growth potential of CATL's main business segments. Based on the supply and demand data across various new energy sub-sectors such as EV batteries, energy storage batteries, critical mineral resources, and wind and solar power generation under different scenarios, the Company simulates and evaluates the growth opportunities along the energy transition pathways, taking into account the characteristics of CATL's business.

Financial Indicators	Scenario	2025	2030	2035	2040	2045	2050
Operating Revenue	STEPS						
	APS						
	NZE 2050						
Gross Profit	STEPS						
	APS						
	NZE 2050						

Note: Darker colors indicate larger revenue and gross profit under the corresponding scenario.

Results of the Opportunity Analysis:

trend. Among them, the opportunities under the NZE 2050 scenario are the most significant. Under this scenario, the IEA predicts that the sales growth rate of electric vehicles from 2023 to 2035 will be the fastest, bringing the greatest transformation opportunities to the company's main business.

Analysis of Revenue and Gross Profit across Different Scenarios

· Under the above three categories of climate scenarios, the overall profitability of the company shows an upward

Environment

Analysis of the Impact of Significant Transition Opportunities and Countermeasures

Opportunity Category	Period of Impact	Pathway of Impact and Affected Business	Impact on Value Chain	Description of Financial Impact	Resilience Building Actions
Growth of the electrochemical energy storage market	Short- term, medium- term, and long-term	 Technological development: The application scenarios of EV batteries are diversified. The industrialization of new technologies such as sodium batteries is accelerated. The infrastructure is continuously improved. Policy opportunities: China's energy storage policies drive the growth of downstream demand. The EU's <i>Alternative Fuels Infrastructure Regulation</i> (AFIR) stimulates the construction of charging facilities, which is beneficial to the battery manufacturing and battery swap sectors. Low-carbon industrial chain: Relying on the advantages of the global layout, CATL promotes full life cycle practices such as carbon footprint management and digital battery passports, and takes the lead in meeting regional regulations to seize market opportunities. 	Upstream, downstream and core operations	The sales volume of energy storage batteries increases, operating income increases, market share expands; and the scale effect reduces the unit production cost and improves the profit margin.	 Technological development: The Company promotes the R&D of sodium batteries and anode materials, plans diversified energy storage technologies, and improves the green manufacturing system. Policy opportunities: The Company tracks and assesses domestic and international policies, participates in standard setting, and expands overseas markets and supply chain construction. Low-carbon industrial chain: The Company plans the "CATL Carbon Chain Management System" and "CREDIT" tool, and participates in the battery passport pilot programs to consolidate its market advantages.
Battery recycling and reuse	Medium- term, long-term	 Increase in the quantity of retired batteries: Data shows that the total quantity of retired EV batteries in China will continue to grow, promoting the development of the recycling sector and alleviating the scarcity of resources such as lithium, cobalt, nickel, and manganese. Favorable policies: Dornestic and international policies strengthen the management of comprehensive battery utilization, bringing growth opportunities for the recycling business. 	Upstream, downstream and core operations	The raw material procurement cost is reduced, and the profitability is improved; the recycling business grows, and the operating income increases.	 Increase in the quantity of retired batteries: CATL plans recycling base at home and abroad, improves technical and resource reserves, and ramp up production. Through cooperation with automobile manufacturers, battery swap business and expansion of recycling outlets, the Company standardizes the recycling channels to seize the opportunities of battery recycling. Favorable policies: The Company builds and improves the reverse traceability management system of battery codes to meet policy supervision and customer requirements.
Renewable energy resources	Short- term, medium- term, and long-term	 Energy transition: As the proportion of clean energy continues to increase, PV and wind power will dominate future power production, so there is a broad market space. 	Core operations	The demand for energy storage with renewable energy increases, the sales volume of energy storage batteries grows, and the operating income increases.	 Energy transition: The Company, through its subsidiary Contemporary Green Energy, develops renewable energy projects such as centralized PVs, distributed PVs, and onshore and offshore wind power, and formulates business plans according to internal and external market demands.
Process and technology updates	Short- term, medium- term, and long-term	 Promoting the use of renewable energy and carbon footprint management is conducive to enhancing the green competitiveness of products and can meet market demands and regulatory requirements. 	Upstream, downstream and core operations	Production efficiency is improved, with lower unit manufacturing cost; Product performance is enhanced, and the premium sales of high-end products are promoted, with potential increases in operating income.	 CATL enhances the low-carbon performance of its products and reduces carbon emissions in the value chain through several measures, including investing in PV projects to increase the proportion of zero-carbon power, pursuing the "zero-carbon" design of products and carrying out the management of the carbon footprint throughout the product life cycle relying on the "CATL Carbon Chain Management System", collaborating with the supply chain to reduce carbon emissions through the "CREDIT" tool, and pioneering in circular packaging, lightweight packaging, and composite packaging solutions.

Impact, Risk and Opportunity Management

Climate Risk Identification and Assessment

With its own business characteristics, internal and external development environment, and external professional opinions put into consideration, the Company establishes a sound management process for impacts, risks and opportunities related to climate change, including four key stages: identification, analysis, assessment and response.

CATL conducts a comprehensive analysis of pathways of risk transmission in the value chain, industry and policy study. By combining data on the severity and frequency of past climate risk events, the Company identifies potential physical risks, transition risks, and transition opportunities that may arise during its business operations. This process results in the compilation of a detailed list of climate risks and opportunities. Furthermore, the Company refers to the methodology of the Value Balancing Alliance (VBA) to assess climate risks and opportunities. Based on the analysis of the business model and value chain, the Company further assesses the potential financial impacts of each business segment caused by climate risks and opportunities in the short, medium and long term, and ranks the priorities of climate risks and opportunities. By formulating response strategies and measures, the Company strengthens its climate resilience at all times.

The Company, with the help of the "Zero Carbon Strategy" project team, pays attention to climate-related matters, which conducts special planning under the guidance of the project leader. Through the mechanisms of regular meetings, the team tracks the progress of relevant actions and plans, and conducts annual target assessments of the project.

Management Process of Climate-related Impacts, Risks and Opportunities







Environment

Promoting Six Strategic Initiatives of "Zero Carbon Strategy"

During the reporting period, the company actively promoted energy conservation and emission reduction, as well as energy structure transformation, increased the use of recycled materials, supported its suppliers in reducing carbon emissions, and comprehensively promoted decarbonization in its operations and across the value chain to advance the achievement of the "Zero Carbon Strategy".



CATL deeply integrates the "zero-carbon" design concept into its product design philosophy, ensuring that while pursuing excellent product quality and performance, the Company also takes into account environmental protection and resource conservation, and comprehensively improves the sustainable competitiveness of its products. The Company continues to build and complete its company-specific data inventory, laying a solid foundation for accurately predicting and evaluating the environmental impacts of products. CATL adopts the Perspective Life Cycle Assessment (Perspective LCA) to evaluate and analyze the product carbon footprint, water pollution impact, soil pollution impact and biotoxicity impact, and other indicators of products in the concept stage and the early stage of development. The Company vigorously develops low-carbon materials and technologies, and empowers value chain partners with relevant research results.

During the reporting period, the Company applied the Perspective LCA methodology and leveraged its company-specific data inventory to identify carbon reduction technology. Over 70 relevant patents were issued, and about 200 carbon reduction technologies were introduced. Empowered by the excellent low-carbon design, during the reporting period, three cell products of the Company passed the audit of EPD Italy and successfully obtained the Environmental Product Declaration (EPD) in compliance with the technical specifications of EN 50693:2019 and PCR EPDItalv007. In addition, the Company actively participated in the formulation of national standards, serving as the main drafting entity for the development of the standard titled Methodology and Requirements for calculation of the carbon footprint of the electric vehicle batteries.

"Zero Carbon" Factory⁶

Achieving "carbon neutrality in core operations by 2025" is a comprehensive system project involving production and operations, of which "zero carbon" factories are an essential part. To support the transition, the Company has set the management target of "reaching 100% zero-carbon power across the core operations by 2025". As of the end of the reporting period, the Company has established nine "zero carbon" factories in alignment with the PAS 2060: 2014 standard. To achieve the goal of "Zero-Carbon Strategy", the Company accelerates the adoption of zero-carbon power, all eligible battery production factories have been equipped with photovoltaic installation.

During the reporting period, the Company added 92.4 MW of distributed PV capacity across the battery production factories, and the total distributed PV power generation reached 350 million kWh, which is equivalent to reducing about 291,300 tonnes of carbon dioxide equivalent emissions. As of the end of the reporting period, the proportion of zero-carbon power at the Company's battery bases increased to 74.51%. To further enhance energy efficiency, CATL implemented 285 energy conservation projects, helping avoid an additional 217,700 tonnes of carbon dioxide equivalent emissions. In parallel, CATL leveraged intelligent and digital platforms to improve the resources and capacity utilization rate, driving comprehensive decarbonization and "zero-carbon" transition across its battery production factories. The energy consumption per unit output production process at battery factories decreased by 14.63% year-on-year.

"Zero Carbon" Supply

Facing multiple challenges such as huge demand, wide distribution range, and diverse carbon emission characteristics, CATL closely cooperates with supply chain partners, jointly explores sustainable carbon reduction solutions, and sets clear carbon reduction targets, in order to live up to its commitment to overall carbon reduction across the entire supply chain.

CATL incorporates the raw material carbon footprint as a key criterion for suppliers' evaluations. In line with external requirements such as the EU Battery Regulation (2023/1542), the Company sets the target for zero-carbon power usage for core raw material suppliers and provides technical support for distributed PV projects. During the reporting period, the overall proportion of zerocarbon power used by anode and cathode suppliers reached 57%, and that of aluminum product suppliers reached 45%. CATL has established a decarbonization dialogue mechanism with core raw material suppliers. It regularly evaluates suppliers' carbon emission performance, data quality, decarbonization potential, while supporting empowerment through engagement and incentives. The Company vigorously promotes the electrification of supply chain logistics, achieving 100% electrification of light commercial vehicles within all wholly-owned battery bases and some joint-venture battery bases in China (excluding vehicles for the transportation of hazardous chemicals). The Company also actively promotes the electrification of heavy-duty trucks for upstream raw material transportation in Fujian Province. As of the end of the reporting period, the overall carbon footprint of anode and cathode materials of the Company decreased by 18.62% year-on-year, and the overall carbon footprint of mechanical components decreased by 10.35% year-on-year.

⁶The data scope for the subsection titled "Zero-Carbon Factories" focuses on the Company's battery bases in core operation, whereas the data scope for the "Energy Utilization" section covers the entire group. Consequently, discrepancies may exist for certain indicators within the same metrics.

"Zero Carbon" Design

Contemporary Amperex Technology Co., Limited

Overview of CATL

Environment

Upgraded "CATL Carbon Chain Management System"——Tackling the challenge of company-specific data collection from supply chain

The "CATL Carbon Chain Management System" is independently designed and developed by the Company as an integrated platform for carbon emissions data collection, modeling, accounting and analysis. It consists of three major modules --product carbon footprint, raw materials carbon footprint, and corporate carbon emissions --- provides a panoramic view of low-carbon product management. Relying on the Company's robust supply chain management system, this platform extends across multiple tiers of the industrial chain, and connects its own and industry authoritative background databases. Based on Life Cycle Assessment (LCA) methodology, it supports carbon footprint calculation and contributes to the establishment of a comprehensive carbon footprint database for lithium-ion battery material and products across the entire value chain.

During the reporting period, the system iterated the function of information collecting from multi-level suppliers, launched the collection and accounting of "Tier N" supply chain data, and showed the accounting result dashboard to suppliers, and this realized the empowerment of carbon reduction for supply chain partners. Relying on the CATL Carbon Chain Management System, the Company explores the upstream supply chain to collect and establish a carbon footprint database of raw materials. As of the end of the reporting period, more than 800 product and raw material models were completed in total, covering over 130 suppliers and more than 40 categories of materials (including NCM, LFP, artificial graphite, natural graphite, copper foil, aluminum foil, aluminum casing, top cover, etc.). Among them, the data coverage rate of anode and cathode suppliers has reached 100%. At the same time, the Company achieved the automated collection of carbon emission data for finished product transportation and packaging.



Process innovation is a key element in achieving "zero carbon" manufacturing, the Company takes technological innovation as the core driver of decarbonization. During the reporting period, CATL systematically optimized production process, promoted equipment upgrades, and significantly reduced the carbon emission intensity in the manufacturing process, further reinforcing the Company's leadership in the green transition.

During the reporting period, the next-gen production line of CATL was fully completed and officially put into operation, marking an important step for the Company in the low-carbon manufacturing. The new production line adopted multiple leading technology innovations. Compared with the production line put into operation in 2023, it achieves a significant optimization of about 7% in the energy consumption per unit of product.



To achieve the green transition of the energy structure, CATL establishes a subsidiary, Contemporary Green Energy, which focuses on the development, construction and operation of renewable energy projects across centralized and distributed solar energy, onshore and offshore wind energy, etc. As of the end of the reporting period, Contemporary Green Energy has secured a total guota of 4,775.8 MW for centralized renewable energy projects, of which 466.66 MW is currently under construction, while 633.8 MW has been grid-connected. The steady progress of these renewable energy projects provides important impetus for the energy transition of the Company and the supply chain, laving a solid foundation for achieving the goal of "zero carbon" strategy.

Circular Ecosystem

CATL is committed to building a comprehensive battery whole lifecycle management system. By recycling used batteries to recover metals such as nickel, cobalt, and lithium, the company significantly reduces the carbon footprint associated with sourcing virgin materials from mining and refining processes-effectively lowering the environmental impact across the full life cycle of metal materials. To address the dual challenges of battery recycling infrastructure and technology, CATL's subsidiary Guangdong Brunp has established an extensive battery recycling network and production bases. The company continuously strengthens technological innovation in battery dismantling, recycling and smelting, material synthesis, and resource development. This company is committed to providing green and low-carbon recycled materials for the industry through a complete recycling system and advanced recycling technologies. The company has established partnerships with more than 60 recycling and disposal collaborators across 26 different countries and regions worldwide. For more details, please refer to the "Circular Economy" section of this report.

Climate Culture Development

CATL always adheres to the concept of green development. While reducing carbon emissions at the manufacturing end, the Company attaches great importance to enhancing the awareness of low-carbon and energy conservation among employees and partners. Through publicity and education in various forms, CATL encourages them to practice the concept of low-carbon and energy conservation in production, office work, and daily life.

\bigcirc Zero-carbon Thematic Activity of the CATL ESG Forum

In October 2024, during the "CATL ESG Forum" held by the Company, external experts were invited to lead indepth discussions under the theme of "Collaborating for a Zero-carbon Future". The event brought together 66 core suppliers to exchange insights on edge-cutting trends in the lithium battery industry carbon border barriers, energy-saving and carbon-reduction technologies. A roundtable was also held to explore topics such as energy transition and the zero-carbon ecosystem.

\bigcirc Series of Courses during the Sustainability Month

The Company develops a comprehensive carbon-related curriculum system, providing employees with a wellstructured curriculum that ranges from foundation courses to in-depth and specialized courses during the Sustainability Month. The courses include carbon markets and carbon trading, practical carbon knowledge for frontline teams, life cycle assessment, and organizational carbon accounting.

Energy Conservation Publicity Week

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CATL carries out Energy Conservation Publicity Week events with the theme of "Green Transition, Pioneering Energy Efficiency" for all employees and affiliated property management personnel. The Company also holds knowledge competitions and calls for energy conservation highlight cases. Through energy conservation-related science training, the Company continuously enhances the awareness of energy conservation and low-carbon practices among all employees.

Climate and Carbon Management Training

CATL establishes a systematic carbon management training system. Through professional curriculum design and implementation, the Company empowers employees and suppliers to improve their carbon management capabilities. For internal employees, the Company independently develops courses such as Overview of the Global and Chinese Carbon Markets, How to Conduct Organizational Carbon Accounting, Knowledge Framework of Carbon Peaking and Carbon Neutrality Goals, and Carbon Footprint Accounting on the CATL Carbon Chain Management System Combined with practical carbon knowledge for frontline teams, life cycle assessment, and other practical contents, these courses help employees deepen their understanding and skills in carbon management. The Company also invites external experts to lecture special training courses such as ISO 14064-1:2018 Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals, Climate Scenario Analysis, and Science-based Targets initiative, further enhancing employees' professional capabilities. For suppliers, CATL organizes application training courses on standards including ISO 14067:2018 Greenhouse Gases - Carbon Footprint of Products - Requirements and Guidelines for Quantification and ISO 14068-1:2023 Climate Change Management - Transition to Net Zero - Part 1: Carbon Neutrality, helping to improve the overall carbon management capabilities of the supply chain and reflecting the Company's concept and practice of systematically promoting carbon management.

Environment

◇ Circular Economy

Governance

As a leading enterprise in the new energy industry, the company has strategically planned the battery recycling business by acquiring Guangdong Brunp, which helps the company build a circular system of the entire battery industry chain with complementary advantages between upstream and downstream sectors. Among the six key tasks of the Company's "Zero Carbon Strategy", a strategic initiative for the circular ecosystem has been specifically set up. The aim is to provide green and low-carbon recycled materials for the industry through a complete recycling system and advanced recycling technologies. For the specific content of circular economy governance, please refer to the part on the governance of Climate actions issues.

Strategy

The Company actively practices the concept of "green circular economy" and takes battery recycling as the main development direction. CATL, collaborating with its value chain partners, builds a closed-loop circular ecosystem from "battery production \rightarrow use \rightarrow echelon utilization \rightarrow recycling and resource regeneration". The Company keeps expanding the global recycling network, to secure the recycled materials supply.

The Company also attaches great importance to the recycling and reuse of packaging materials. By adopting 3R1D principle -- Reduce, Reuse, Recycle, and Degradable --- the Company promotes resources regeneration and utilization while minimizing the environment impact.

Impact, Opportunity and Risk Management

CATL Creates a Recycling Solution for Lithium-ion Battery Materials

By establishing a systematic recycling system and developing advanced recycling and processing technologies, the Company can efficiently recover reusable metals, non-metals, and other polymer materials from waste batteries then reintroducing them into primary manufacturing. Taking advantage of its proprietary directional recycling technology, CATL realizes the automatic disassembly and fullcomponent recovery of waste batteries, with the resource recovery rate reaching industry-leading levels.



The Company is committed to establishing an efficient battery recycling system covering the upstream and downstream of the industry. During the reporting period, the Company launched the world's first large-scale industrialized recycling project for lithium-iron batteries, with an annual processing capacity of 270,000 tonnes of waste batteries. As of the end of the reporting period, the Company had established more than 240 waste battery take-back service network in China. During the reporting period, the Company's comprehensive recycling and utilization of waste batteries reached 128,700 tonnes, and regenerated 17,100 tonnes of lithium salt.

The Company continues to explore better recycling solutions for lithium-ion battery materials and establishes scientific research platforms including the National Enterprise Technology Center, the National and Local Joint Engineering Research Center for EV Battery Recycling, the Key Laboratory of Battery Recycling Enterprises in Guangdong Province, and the CNAS Certified Testing and Verification Center.

As of the end of the reporting period, Guangdong Brunp:

- Drafted the Requirements of the Greenhouse Gas Emissions Accounting and Reporting—Part 46: Waste Battery Treatment and Disposal Enterprise that was released and implemented. It is the first national standard for carbon emission accounting of battery recycling enterprises in China, filling the gap in GHG emission accounting standards for waste battery disposal enterprises in China.
- · Won the "Second Prize of the National Scientific and Technological Progress Award" in 2023, and the "First Prize of the Guangdong Science and Technology Progress Award" in 2019 and 2022. Guangdong Brunp was selected as a demonstration enterprise of single champion in manufacturing in 2021 and 2024, and was included in the list of enterprises meeting the industry standard conditions for comprehensive utilization of waste EV batteries of NEVs in the first and fourth batches. Guangdong Brunp's national-level green factories and green design products were certified.

Recycling and Lightweighting of Packaging Materials

The packaging material is one of main focuses of CATL's circular economy practice. The packaging materials used by the Company during the finished goods delivery process include metal turnover boxes, plastic turnover containers, PP corrugated boxes, and sustainable greenwood packaging. The Company conducts R&D and management of packaging materials from three dimensions: recyclable, ultralightweight, and composite packaging materials. CATL formulates and continuously updates the Packaging Design Guidance, which defines the requirements of packaging material design and labeling. CATL incorporates indicators including reducing the weight of disposable packaging, increasing the utilization rate of recyclable packaging, and designing low-carbon solutions into the performance appraisals of relevant departments.

The Company prioritizes recyclable packaging solutions with recyclable packaging made of materials including metal and HDPE for widely applied to products such as battery packs and modules. Relying on the recycling operation system, the company leverages big data analytics to track the location and dwell time of individual containers, identify anomalies, and ensure timely redeployment. The Company optimizes the operation, maintenance, and withdrawal mechanism of supplies and jointly improves the operation and storage environment with clients to reduce the abnormal maintenance time caused by factors such as rain exposure. During the reporting period, the recycling frequency of packaging equipment increased by 1.5 times annually, equivalent to reducing the use of 455,000 sets of disposable packaging materials.

The lightweight of packaging materials is an important way to reduce resource consumption and GHG emissions. The Company implements the requirements for lightweight packaging and continuously develops high-performance ultra-lightweight and composite packaging. With the establishment of a packaging simulation platform, CATL carried out digital modeling of approximately 40 commonly used packaging materials during the reporting period. Combined with the empirical transportation route and process data, the system simulated the performance of different packaging solutions under actual working conditions, and visualized the shortage or overuse of materials, achieving precise optimization. During the reporting period, on the premise of ensuring performance, the Company achieved a 10% less consumption of the paper-wood composite packaging for battery packs.

In response to the characteristics of new energy battery products with diverse types and specifications, as well as rapid iteration cycles, the Company introduces foldable container to accommodate different battery specifications, replacing the previous method of cutting and rewelding, which significantly extended the service life of packaging. This measure simplifies more than 100 types of dedicated packaging in the past to 3 types, reducing the number of categories by more than 97%. It also simplifies the EPE cushion to 6 types, effectively reducing resource waste and improving operation efficiency.

During the reporting period, CATL continued to make efforts in reusable, lightweight and composite packaging. Through innovative design and material optimization, the Company actively practiced the concept of circular economy and significantly reduced the consumption of packaging resources.

Formulated or revised 405 relevant standards for waste battery recycling and battery materials, of which 296 were issued.

Environment



Energy Utilization

materials

Energy utilization is a key management element in "zero-carbon" manufacturing. CATL adheres to the energy policy of "full support, high efficiency, low consumption, compliance and green manufacturing", and achieves high efficiency and low carbonization of energy utilization through improving the management mechanism, lean production as well as the application of renewable energy. During the reporting period, the direct energy consumed by the Company mainly includes natural gas, coal, gasoline, diesel, whereas the indirect energy stems from electricity and purchased steam.

Main Energy Types and Their Application Scenarios



CATL establishes and improves energy management systems in accordance with ISO 50001 and other standards, with management systems and procedures set up including the Energy Management Procedures for Laws, Regulations and Other Requirements, the Management Procedures for Target Indicators of Energy Performance Parameters, the Control Procedures for Energy Monitoring. Measurement and Analysis, the Management Control Procedures for Energy Procurement, the Energy Review Procedures, and the Energy Measurement and Management System. During the reporting period, the Company, based on the application situation of the energy and carbon digital management platform, updated procedural documents including the Management of Energy and GHG Emission Data, Technical Guidelines for Organizational GHG Inventory, and Instructions for the Certification Process of Zero-carbon Factories, and optimized the management processes of energy and GHG emission data. The Company has the Standards for Evaluation of Energy Rewards and Punishments, which clearly stipulates that the total energy and resource consumption indicators including electricity, natural gas, steam, and water in each battery production base are directly related to the salary performance of relevant management.

As of the end of the reporting period, 100% battery production bases which are in stable operation (e.g., CATL*, CATL+SC) have been certified with ISO 50001:2008 certifications. The Company conducted an internal energy measurement audit for CATL* and will continue to carry out the energy measurement audit for the remaining bases as planned.

At the production and manufacturing end, the Company actively implements equipment energy conservation measures and uses the digital platform to comprehensively optimize the energy usage. During the reporting period, the Company accomplished a total of 310 energy conservation projects, resulted in a total annually saving of 255 million kWh of electricity, 7,503,900 m³ of natural gas and 375,500 tonnes of purchased steam which are equivalent to a reduction of approximately 264,600 tCO₂e emissions, in which Scope 1 emissions are 14,400 tCO₂e, while Scope 2 emissions are 250,200 tCO₂e.

Key Energy Conservation Projects and Progress

	Key projects	
	Variable frequency retrofit of the chilled water system	The Company carried water pumps of cool in real time accordin reporting period, 9 pr $5,570 \text{ tCO}_2$ e per year.
Equipment optimization	Absorption dryer retrofit for the are compressor system	By replacing the va measures, the Comp compressor system, single base.
	Modification of the fresh air dehumidifier in the air conditioning system for air return	The Company adde connected them to th recycling of the indoo per year.
System support	Establishment of energy management system	100% of battery prod System (CFMS) thr optimization control,
	Cross-site rollout of energy conservation projects	CATL used the Facilit projects to each base

The Company continues to optimize the energy mix and vigorously promotes the construction of distributed PV projects. As of the end of the reporting period, the Company's total installed capacity has reached 410.56 MW. During the reporting period, the total distributed PV power generation of the Company reached 356 million kWh, equivalent to a reduction of 296,000 tCO₂e emissions. Combined with the wind and solar power generation resources of Contemporary Green Energy Co., Ltd., coupled with contractual instrument, the proportion of zero carbon power reached 53.54%.

Progress

l out variable frequency retrofit of the fixed frequency motors and ling towers in 7 production bases. The motor speed is adjusted ng to the cooling load to avoid excessive operation. During the rojects were implemented, reducing emissions by approximately

alve group and adding heat exchangers, coolers and other bany achieved zero gas consumption of the air dryer in the air reducing emissions by approximately 1,686 tCO₂e per year for a

ed return air columns in the terminal production area and he newly added return air outlets of the dehumidifier, realizing the por dry air and reducing emissions by approximately 6,882 tCO₂e

duction based have launched online CATL Facility Management rough real-time monitoring, data analysis, and intelligent , to improve the energy efficiency.

ty Management system platform to rollout energy conservation se of the Company, and a total of 234 projects were implemented.

Contemporary Amperex Technology Co., Limited

Overview of CATL

Environment

Water Resource Utilization

The Company's water resources are primarily used to meet production and domestic needs at its operational sites, with all water sourced from municipal supply systems. In the production, water resources are mainly used for production processes and auxiliary facilities. The industrial wastewater of all battery production bases is discharged to the local municipal sewage system after onsite wastewater treatment plant, and then it undergoes further centralized treatment before releasing into the natural environment. During the reporting period, the Company did not experience any major direct or indirect impacts on water resources caused by changes in water withdrawal, water consumption, water discharge, or water storage.

CATL attaches great importance to the risk assessment and response related to water resources. The Company conducted a thorough water risk analysis of the battery production bases, performed evaluations from two dimensions of basin risk and the operational risk, and determined the management priorities. In terms of the river basin aspect, the Company conducted evaluations by referring to the internationally recognized Water Risk Filter tool of the World Wildlife Fund (WWF), covering dimensions such as water shortage, floods, water quality, and ecosystems. While as for the base operation aspect, the Company conducted a comprehensive analysis of the production water consumption, production wastewater discharge, as well as existing management measures of each base.

Based on the results of the water risk assessment, CATL*, CATL-JS, UABC, CATL-SC, CATL-FD, and CGBC were proposed as key water management bases. Meanwhile, the Company conducted water risk assessments for all anode and cathode suppliers in the supply chain. The average basin risk of the suppliers was medium, while one supplier is located in an area with extremely high basin risk.



Based on the results of water risk identification, the Company further optimized the water resource management system, improved the emergency water outage plan and the supply guarantee mechanism, and carried out targeted measures to mitigate and respond to water risks. The Company incorporated indicators related to water resource utilization into the performance assessment and associate them with the remuneration of relevant personnel in the battery production bases. During the reporting period, the Company carried out water-saving renovation measures including the recycling of concentrated water from the pure water station, water saving through online desalination of cooling water, and the reuse of steam condensate water, saving 137,072 tonnes of water resources annually.

Environmental Compliance Management

CATL founded the Safety Production Management Committee as the highest leading body in environmental management, with the Chairman of the Board as the director, and relevant senior management and heads of department as the committee members. This committee is responsible for formulating the Company's environmental management policies, objectives, and performance, supervising the implementation and improvement of environmental management-related policies, and organizing each production base to carry out tasks such as environmental factor identification, compliance review, internal audit, and management review. The Environment, Health and Safety Department, in accordance with the environmental management policies and regulations, promotes the implementation of various environmental protection systems, facilitates the achievement of various indicators, and continuously tracks the Company's environmental management performance reflected by these indicators. The Company has the Environmental, Health and Safety Indicators Target Management Procedures, which incorporates indicators such as environmental compliance and the execution ability of key tasks into the performance assessment system of managers in relevant departments.

With "Protecting the Global Environment, Implementing Clean Production, and Building a Green Culture" as an environmental management guideline, CATL drew up the Environmental Health and Safety Management Manual to guide the build out of the Company's environmental management system per applicable laws, regulations, ISO 14001, and the Company's current needs. This manual is used as a programmatic document to guide the construction and improvement of the Company's environmental management system. The Company formulates and publicly releases the Environmental Management Statement to further standardize and transparently present the environmental management requirements and measures.



Building of an Environmental Management System

As of the end of the reporting period, the environmental management systems of battery production bases and wholly-owned material product production bases that are stably operating and eligible for certification were 100% audited, in compliance with ISO 14001:2015, and corresponding certificates were obtained. Other bases under construction or that have just finished construction are also actively building environmental management systems in accordance with the requirements of ISO 14001. In addition, Guangdong Brunp and some subsidiaries passed the certification of relevant systems.

For projects related to battery mineral resources, CATL establishes sound environmental protection management systems and regulations per applicable laws, regulations, and ISO 14001. These regulations include the Management System for Ecological Environment Protection in Mines, Management System for Ecological Environment Restoration in Mines, Air Pollution Management Procedures, Industrial Wastewater Management Procedures, Solid Waste Management Procedures, Regulations on Factory Boundary Noise Emissions, Regulations on Soil and Groundwater Pollution Prevention and Control, Management System for Soil and Water Conservation, Management Procedures for Identification and Evaluation of Environmental Factors, and Procedures for Environmental Performance Monitoring and Strategy Control. These documents cover environmental control factors such as waste gas, wastewater, solid waste, noise, ecological restoration, and soil and water conservation, ensuring that environmental risks are effectively identified and controlled.

 Formulate an environmental management guideline, objectives, and performance metrics and oversee the implementation and improvement of policies related to environmental management.

Organize each production base to carry out environmental factor identification, compliance review, internal audit, and management review.

- Execute environmental protection systems, fulfill various indicators, and consistently monitor and enhance the Company's environmental management performance in alignment with the environmental management guideline and policies.
 - · Enforce relevant environmental management measures based on the Company's management systems.

Environment

In strict accordance with the Law of the People's Republic of China on Environmental Impact Assessment and other laws and regulations, CATL completed the environmental impact assessment of construction projects and carried out an environmental risk assessment of the workplace during the reporting period, during which all construction projects of the Company strictly complied with the environmental impact assessment system and the requirements of environmental protection administrative licenses, with all projects obtaining permission. At the site selection stage of construction projects, the Company excluded plots with high environmental risks through the EHS Site Selection Survey Form for New Factory Construction, identified the background environmental risks of the construction land, and formulated corresponding control measures. The Company makes a preliminary investigation of the environmental quality of soil and groundwater before the land is delivered, and conducts detailed monitoring after the land is delivered, effectively avoiding the risk of pollution inheritance.

Environmental Audit

CATL constantly carries out internal and external environmental audits. The Company conducts internal environmental protection audits annually, covering 100% of the battery production bases and wholly-owned material product production bases with stable operation. For newly completed bases, the Company reviews their environmental protection compliance procedures and compliance with design standards through dedicated audit forms to eliminate environmental risk points. For the bases that are already in operation, the Company carried out dedicated environmental protection audits, covering the operation and maintenance of pollution treatment facilities for waste gas, wastewater, solid waste, and radiation, as well as the implementation of system documents. External environmental audits are regularly carried out by a third-party professional institution entrusted by the Company, including sampling audits of the environmental impacts of relevant businesses for all battery production bases and wholly-owned material product production bases that are stably operating at least once a year. This audit covers all bases every three years. Upon the completion of the environmental audit, the company promptly organizes each base to formulate specific rectification plans. Designated personnel are assigned to be responsible for the enhancement and improvement work, so as to efficiently address the issues identified during the dedicated audit.

CATL conducts process guidance and tracks the implementation of rectifications regularly. The Company conducts on-site reviews every six months, whose results will inform annual audit scoring. Issues identified through audits are continuously tracked. For strategic suppliers, CATL conducts on-site audits on them regarding elements including environmental compliance, the operation status of environmental protection facilities, environmental monitoring data, and the compliant disposal of wastewater, waste gas and solid waste. Those entities are required to set reduction targets for main water pollutants, air pollutants, and solid waste, and continuously tracks the subsequent rectification situation and the achievement of emission reduction targets. During the reporting period, the Company carried out audit and guidance for 101 participating companies and strategic suppliers.

Environmental Emergency Response and Awareness Elevation

The Company attaches great importance to the prevention and response to sudden environmental incidents, by using the LCA method to assess and identify various environmental risks at the battery production bases, and formulating corresponding response measures. For the response to incidents such as chemical leakage, hazardous waste leakage, wastewater leakage, and environmental events caused by fire, the Company prepares the Emergency Plan for Environmental Incidents and the Procedure for Reporting and Investigation of Environmental, Occupational Health, and Safety Accidents and Incidents. The Company formulates training and drill plans, and according to which carries out training and emergency drills. As of the end of the reporting period, all established battery production bases completed the preparation of emergency plans and filed them with the competent authorities.

During the reporting period, CATL* and some of its subsidiaries signed the Collaboration and Mutual Assistance Agreement for Environmental Pollution Emergencies with relevant enterprises, further consolidating their ability to handle and respond to emergencies.

The Company actively carries out the development of environmental protection capabilities and the enhancement of awareness among all employees. During the reporting period, the coverage rate of environmental protection training for employees reached 100%. For employees in pollution-producing departments and key environmental protection management positions, the Company invites the Environmental Engineering Assessment Center of the Ministry of Ecology and Environment of the People's Republic of China to carry out special environmental protection management training, with topics covering "Simultaneous Design, Construction, and Operation Requirements", "Management of Wastewater, Waste Gas, Solid Waste, Noise, and Radiation", and "Operation and Maintenance of Continuous Monitoring Equipment". On "World Environment Day", external experts were invited to a total of 23 production bases to give lectures on environmental management laws and regulations.

To strengthen environmental protection construction, the Company, during the reporting period, invested a total of RMB 1.63 billion in environmental protection-related expenses. During the reporting period, CATL did not incur any sanctions for violating environmental management laws or regulations, nor did it cause any significant environmental impacts in this regard.

Emissions and Waste Management

Pollutant Emission

CATL strictly complies with laws and regulations including the Water Pollution Prevention and Control Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, and the Law of the People's Republic of China on the Prevention and Control of Noise Pollution, national and industry standards such as the Emission Standards of Pollutants for Battery Industry (GB 30484-2013) and the Emission Standard for Industrial Enterprises Noise at Boundary (GB 12348-2008), as well as other relevant laws, regulations and standards in the locations of its operations to carry out the management of pollutant emissions. The Company strictly controls the generation and emission of wastewater, waste gas and noise during production and operation to reduce its own environmental footprint.

During the reporting period, CATL revised internal environmental management system documents including the Wastewater Discharge Control Management Procedure and the Exhaust Emission Control Management Procedure. The Company also compiled documents such as the Instructions for Design, Construction and Operation Management of Activated Carbon Adsorption Plant and the VOCs Material Control Management Work Instruction to enhance the capacity to implement management requirements and ensure that all pollutants meet the emission limits and disposal requirements. In accordance with relevant regulatory requirements, the Company formulated an environmental self-monitoring plan covering items including wastewater, waste gas, and noise at the factory boundaries, and carried out self-monitoring as required. The monitoring results during the reporting period all met the relevant requirements.

The types of sewage discharged by the Company are mainly divided into industrial wastewater and domestic sewage. Treated by the self-built sewage treatment facilities within the factory boundaries to meet the standards, the wastewater is connected to the municipal sewage pipeline network, and then discharged up to the standards after advanced treatment at the municipal sewage treatment plant. The Company establishes a standardized model for the construction of industrial wastewater treatment requirements and treatment facilities. For the treatment of various types of wastewaters, the process design, equipment selection, construction and acceptance processes of the treatment system are standardized to ensure the stable discharge of wastewater up to the standards. As of the end of the reporting period, this project had been implemented in 6 subsidiaries including CATL-YC, CCEC, CATL-GZ, CATL-XM, CATL-SD, and CATL-ZZ. During the reporting period. CATL carried out a special project for upgrading the total nickel standard of cathode wastewater. The Company upgraded the heavy metal treatment process of the industrial wastewater treatment stations of some CATL* factory area, and added heavy metal adsorption resin. The total nickel emission concentration level was reduced from less than 0.5mg/L to less than 0.05mg/L. This project for upgrading emission standards will continue to be promoted and extended to other subsidiaries, continuously reducing the pollutant discharge amount in the wastewater.

For battery mineral resource projects, CATL builds intercepting and drainage ditches, which diverts the converging water within the mining area into sedimentation tanks for treatment, and diverts the rainwater outside the mining area into the original mountain ridge water system, thus achieving the separation of rainwater and sewage. The Company completes the construction of a newly built initial rainwater collection tank, and finishes the installation and networking of online monitoring equipment for characteristic pollutants, ensuring zero pollution and zero discharge of the initial rainwater. CATL constructs an integrated sewage treatment device for the living area and puts it into use. It uses the domestic sewage that has passed the treatment for the greening of the factory area, realizing the recycling of water.

Wastewater Management Requirements and Treatment Methods

- Management system: Wastewater Discharge Control Management Procedure
- Sources: industrial wastewater, domestic sewage
- Main pollutants: chemical oxygen demand (COD), Ammoniacal Nitrogen (NH₃-N), etc.
- reduced by 10% compared with that in 2021
- Target Progress: Underway

 \bigcirc

Wastewater

- wastewater treatment stations
- the domestic sewage of Ningde Anpu, all the domestic sewage is indirectly discharged

· Reduction target: By 2025, the COD generation amount per unit of production in the battery bases will be

Pollution prevention and control facilities: industrial wastewater treatment stations, septic tanks, canteen

Treatment methods: For industrial wastewater, except that the industrial manufacturing process wastewater of CATL-JS and UABC is discharged with zero emissions, the industrial wastewater of Jiangsu Lithitech is disposed of as hazardous waste. Except that the industrial wastewater of Ningde Anpu, whose main business is wastewater treatment, is directly discharged after it meets the treatment standards, the industrial wastewater of CATL* and other subsidiaries is indirectly discharged (after being pretreated to meet the standards within the factory area, it is incorporated into the municipal sewage treatment station for in-depth treatment). Except for

Contemporary Amperex Technology Co., Limited

Overview of CATL

Environment

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For air pollutants, CATL sets a target that by 2025, the nitrogen oxides (NO_x) emissions per unit production capacity of the battery production bases will be reduced by 10% compared with that in 2021. The Company actively introduces low-emission facilities to help achieve this goal. During the reporting period, all newly built bases of the Company introduced low-nitrogen fired boilers, achieving that the NO, emission concentration of the boilers is less than or equal to 50 mg/m³.

To reduce the environmental impact of organic waste gas, the Company continuously promotes the upgrading of waste gas treatment facilities. For some regenerative thermal oxidizer (RTO) devices standby furnaces were added, upgrading to the RTO+ system to improve the operation stability and reliability of the system and achieve the stable discharge of volatile organic compounds (VOCs) up to the standards. The Company also pays attention to the escape and emission of specific gases such as fluorides. For the sulfur hexafluoride (SF₆) gas of the high-voltage switchgear equipment of all bases, low-pressure alarm devices were set up to achieve the early detection and early treatment of gas escape.

Waste Gas Management Requirements and Treatment Methods

- Management system: Exhaust Emission Control Management Procedure
- Sources: boiler discharge gas, dust-laden waste gas, N-Methyl pyrrolidone (NMP) waste gas, electrolyte waste gas, waste gas from electrode safe-disposal devices, odor from the sewage treatment station, and kitchen fume in the canteen
- Main pollutants: nitrogen oxides (NO_x), sulfur dioxide (SO₂), non-methane hydrocarbons (NMHC), etc.
- Reduction target: By 2025, the nitrogen oxides (NOx) emissions per unit of production capacity at the battery
 production base will be reduced by 10% compared to that of 2021
- Target Progress: Achieved

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Waste gas

- Pollution prevention and control facilities: high-efficiency dust removal equipment, activated carbon adsorption device, RTO+, direct-fired thermal oxidizer (TO), canteen kitchen fume purification system, etc.
- Disposal method: After being treated by the waste gas treatment facilities, the waste gas is discharged up to
 the standard

During the reporting period, 23 companies, including CATL*, and CATL-JS, were listed as key entities under environmental regulation by the local ecological and environmental management authorities. The identification of their main environmental impact factors is shown in the following table.

	Categories of key entities under environmental regulation							
Company name	Key pollutant-discharging entities (water)	Key pollutant-discharging entities (atmosphere)	Key entities under regulation for soil pollution	Key entities under regulation for environmental risks				
CATL*	0	\bigcirc	\bigcirc	•				
CATL-JS	0	0	\bigcirc	•				
CATL-FD	0	0	\bigcirc	•				
CATL-JC	0	0	0	•				
CATL-QH	•	0	0	0				
CATL-RQ	0	•	\bigcirc	0				
UABC	•	0	\bigcirc	•				
CFBC	0	\bigcirc	\bigcirc	•				
CGBC	0	0	\bigcirc	•				

	Categories of key entities under environmental regulation						
Company name	Key pollutant-discharging entities (water)	Key pollutant-discharging entities (atmosphere)	Key entities under regulation for soil pollution	Key entities under regulation for environmental risks			
CATL-GEELY (Sichuan)	0	0	0	•			
CATL-XJ	•	0	\bigcirc	•			
CATL-RT	0	0	\bigcirc	•			
CATL-SC	0	0	\bigcirc	•			
Xiamen Ampace	0	0	0	٠			
CATL-WZ	0	0	•	\bigcirc			
Guangdong Brunp	0	0	0	•			
Hunan Brunp	•	0	•	0			
Hunan Brunp Vehicle	0	0	٠	0			
Ningde Anpu	•	0	\bigcirc	0			
Yichang Brunp	•	•	0	•			
Longyan Sicong	•	0	•	•			
CATL Sicong	•	•	•	•			
Jiangsu Lithitech	0	0	0	•			

Waste Treatment

CATL strictly complies with laws and regulations including the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes*, national and industry standards such as the *Standard for Pollution Control on the Non-Hazardous Industrial Solid Waste Storage and Landfill* (GB 18599-2020) and the *Standard for Pollution Control on Hazardous Waste Storage* (GB 18597-2023), as well as other relevant local regulations and standards at the operation sites to carry out waste management work. During the reporting period, the Company revised the *Procedure of Preventing the Solid Wastes Pollution* and the *Instructions for Hazardous Waste Identification Mark Setting*, and formulated the *Instructions for Hazardous Waste Packaging Materials*, in order to refine relevant management requirements.

The Company continuously promotes the optimization of the disposal process for waste glue packaging barrels in its subsidiaries, including CATL*, CATL-JS, and CATL-RQ, to ensure that there is no residual glue in the waste glue barrels, transforming them from hazardous waste into general industrial solid waste, and reducing the generation amount of hazardous waste. For various types of hazardous waste, the Company establishes standardized packaging requirements based on their properties and hazardous characteristics and promotes them within the group to reduce environmental risks during the storage and transfer of hazardous waste. The Company established an admission review and supervisory review mechanism for solid waste utilization and disposal contractors. As of the end of the reporting period, a total of 117 utilization and disposal contractors were reviewed, and four of them were phased out or replaced.

During the reporting period, the Company carried out fine-grained classification of solid waste generated in the battery manufacturing process, identifying more than 310 types of solid waste in total, and matching comprehensive utilization plans and resources of utilization and disposal contractors. The recycling rate of industrial solid waste in the company's battery bases has reached over 96.5%.

Contemporary Amperex Technology Co., Limited Overview of CATL

Solid Waste Management Requirements and Treatment Methods

· Management system: The Procedure of Preventing the Solid Wastes Pollution, Annual Management Plan for Hazardous Waste, Instructions for Hazardous Waste Identification Mark Setting

- Waste type; spent electrolyte, waste circuit boards, waste glue, laboratory waste, etc.
- · Reduction target: By 2025, the amount of hazardous waste generated per unit of production capacity at battery bases will be reduced by 5% compared to that of 2023
- Target Progress: Underway

1700-

Hazardous

waste

The second

General

industrial

solid waste

- · Pollution prevention and control facilities: hazardous waste storage warehouses or storage tank areas
- · Disposal method: entrusting qualified disposal units for harmless disposal or recycling
- Management system: The Procedure of Preventing the Solid Wastes Pollution
- · Waste type: NMP waste liquid, waste graphite, waste aluminum foil, waste copper foil, waste electrode sheets, waste battery cells, etc.
- · Pollution prevention and control facilities: general industrial solid waste storage warehouses or storage tank areas
- Disposal method: After being collected by category, it is entrusted to downstream suppliers for harmless disposal or comprehensive utilization. NMP waste liquid in some bases is recycled after distillation in-house, and NMP waste liquid in some bases is delivered to downstream suppliers for distillation, recovery, and recycling. Waste aluminum foil and waste copper foil are delivered to downstream suppliers for smelting or processing. Waste electrode sheets are delivered to downstream suppliers for the purification of metals such as nickel, cobalt, and manganese

operation meet the standards. The Company strictly follows the principle of solid waste disposal of "Resourcefulness, Minimization and Harmlessness", conscientiously implements the requirements of solid waste management, and promotes the comprehensive utilization of solid waste.

For the battery mineral resources project, CATL strengthens its management efforts to ensure that the emissions during production and



Ecosystem and Biodiversity Conservation

CATL pays close attention to the impact of its activities on ecosystems and biodiversity, and conducts work such as risk identification and potential hazard investigation in accordance with relevant laws, regulations and policies, including the Law of the People's Republic of China on Environmental Impact Assessment, the Law of the People's Republic of China on the Protection of Wildlife, the Regulations of the People's Republic of China on Protection of New Varieties of Plants, and the Opinions on Strengthening Biodiversity Conservation issued by the General Office of the State Council. The Company sets up a full-time organization for ecosystem and biodiversity conservation. Under the guidance of the Corporate Sustainability Management Committee, a biodiversity special project team under this committee conducts relevant work. The Company continuously improves its ecosystem and biodiversity conservation strategies, and strives to convey relevant concepts, methods and requirements to value-chain partners. During the reporting period, the Company formulated and publicly released the Biodiversity Commitment and the Forest Resource Conservation Commitment.

The Company refers to the four-step framework of Locate, Evaluate, Assess, Prepare (LEAP) recommended by the Taskforce on Naturerelated Financial Disclosures (TNFD) to assess the biodiversity risks and opportunities across the entire value chain of the battery industry, including identifying the dependency and impact factors at each segment of the value chain, evaluating how these factors affect each segment of the value chain, summarizing the potential risks and opportunities that each business stage may face, and formulating response measures.

The Company uses the Integrated Biodiversity Assessment Tool (IBAT) to identify the ecosystem sensitivity of all its own operation sites and those of key upstream and downstream partners. In the future, it will give priority to paying close attention to the impact of operation sites within a radius of 10 km of 6 highly ecologically sensitive sites on the surrounding ecosystem and implement effective risk prevention measures. In accordance with the requirements of the Technical Guidelines for Environmental Impact Assessment - Ecological Impact (HJ 19-2022), the environmental impact assessment reports of all new projects during the reporting period include the dimension of biodiversity assessment.

IBAT Identification Results of Biodiversity-Sensitive Areas

Assessment indicators for ecosystem-sensitive areas

Total number of sites under assessment (including our sites and our key upstream/downstream partners)

Number of sites with protected areas within a radius of 10

Number of sites with key biodiversity areas within a radius of

Number of sites with a weighted quantity of threatened species gr 50 within a radius of 50 km

The Company uses the ENCORE (Explore Natural Capital Opportunities, Risks, and Exposures) tool to identify dependency and impact factors across the value chain. Based on the materiality evaluation results, we will prioritize those factors with a Very High (VH) materiality rating and analyze how these factors might be affecting our business operations and vice versa.

Sustainable Development Governance

Environment

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reater than	0

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Governance

Environment

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Materiality Evaluation Results for Dependencies and Impact in Battery Production Value Chain

 Dependency and impact factors		Upstream r	aw materials	Self- operation	Downstrean and en	n processing d-of-life
		Mining and quarrying	Chemical raw materials and products	Batteries and storage batteries	Automobiles	Waste managemen and remediation
	Biomass provisioning					
	Solid waste remediation					
	Soil and sediment retention					
	Water purification					
	Other regulating and maintenance service - Dilution by atmosphere and ecosystems					
	Biological control					
	Air filtration					
Dependency	Flood control					
Dependency	Global climate regulation					
	Water supply					
	Noise attenuation					
	Other regulation and maintenance services - Mediation of sensory impacts (other than noise)					
	Local (micro and meso) climate regulation					
	Storm mitigation					
	Water flow regulation					
	Rainfall pattern regulation					
	Disturbances (e.g. noise, light)					
	Freshwater use area					
	GHG emission					
	Seabed use area					
	Emissions of non-GHG air pollutants					
Impact	Other abiotic resource extraction					
	Emissions of toxic pollutants to water and soil					
	Generation and emission of solid waste					
	Land use area					
	Water consumption					
	Introduction of invasive species					
		high	very h	ich n		

CATL combines the identification results of biodiversity impact and dependency with climate scenario analysis, to analyze and assess short-term, medium-term, and long-term nature-related risks and opportunities. According to the risk and opportunity classification framework recommended by TNFD, the Company identifies the potential impact on the business, and formulates biodiversity conservation strategies for avoidance, mitigation, restoration and offset, taking into account the "mitigation hierarchy" framework.

Biodiversity Conservation Practices under the "Mitigation Hierarchy" Framework

The "mitigation hierarchy" aims to foresee and avoid negative impacts on biodiversity and ecosystem services, and to minimize negative impacts when avoidance is not possible. When the impact occurs, it can conduct restoration or repair; when significant residual impacts still exist, it can offer offsetting. The Company refers to the framework of the mitigation hierarchy during the development of construction projects, and establishes biodiversity conservation strategies of "avoidance, mitigation, minimization, restoration and offset" to minimize the negative impact on nature.

Avoid

At the initial stage of site selection for construction projects, the Company adopts an "avoidance first" strategy, actively avoiding ecosystem-sensitive areas. When conditions permit, it gives priority to selecting options that have less impact on ecosystems, fully demonstrating respect for the natural environment and communities.

Restore

Topsoil is rich in humus and contains a large number of seeds, serving as a gene pool for plant diversity. During the construction of some projects, the Company strips and stores topsoil for future restoration.

Minimize

Building facilities and equipment on the ground surface may damage native vegetation and hinder animal activities, leading to habitat fragmentation. During the design stage of some projects, CATL fully considers the materiality of ecosystem conservation. For example, the Company uses the method of "overhead conveyor belts + underground water pipelines" to minimize the impact on native vegetation and animal habitats.

Offset

CATL launches the "Pollinator-friendly Regreening" program. Combining with the professional advice of the Institute of Apicultural Research of the Chinese Academy of Agricultural Sciences, the Company scientifically selects a combination of native plants and plants with both aesthetic and ecosystem value to form a wildflower combination list. In the first phase of the project, a pilot habitat of approximately 4000m² was established to provide a stop-over for pollinators crossing mining areas.

Society

Employees' Rights and Benefits Equity and Diversity

- ◇ Talent Training and Development
- Occupational Health and Safety
 Industrial Cooperation and Development
 Charity and Volunteer Services
 Community Communication and Development
 Rural Revitalization

2024 Environmental, Social and Governance (ESG) Report

Society

Employees' Rights and Benefits

Protection of Employees' Rights

CATL strictly complies with relevant laws and regulations such as the Labor Law of the People's Republic of China, and other applicable national labor laws and regulations in the countries and regions where it operates. With reference to relevant international standards such as the conventions of the International Labour Organization (ILO), the Company regulates the management of recruitment and termination, remuneration and compensation, promotion, working hours, and leave entitlements, to safeguard the legitimate rights and interests of employees.

The Company upholds lawful employment practices, explicitly prohibits the employment of child labor and forced labor, and forbids compulsory labor. During the recruitment process, the Company strictly complies with the relevant laws and regulations of the country or region where it operates. The company ensures that contracts signed with employees are clearly expressed in an understandable way, and are provided in comprehensive language. The Company proactively prevents involuntary labor and refrains from retaining governmentissued identity cards and travel documents. None of the work was done against the free will of the employees. During the reporting period, all regular employees were over 18 years old and had signed employment contracts.

In order to advance international business development, the Company has continued to promote the integration of human resource management systems in its global operations. The company conducts special projects on overseas human resources management to enhance compliance with the laws, regulations, and immerse in cultural environments of different countries and regions.

Recruitment and dismissal

- · CATL adheres to the principles of "Openness, Fairness, and Impartial", ensures equal opportunity for all applicants, and hiring talents based on their merits.
- CATL conducts dismissal in accordance with the relevant laws and regulations in its operation locations.

Remuneration and promotion

- · CATL adheres to the principle of equal pay for equal work and establishes a competitive compensation system. Based on employees' positions, skills, performance, and market benchmark, the Company designs a tailored compensation structure to provide employees with competitive salaries
- · CATL establishes a performance-based compensation incentive mechanism to encourage all employees to grow together with the Company.
- · CATL sets up an honor-based incentive system to inspire teams and individuals striving for innovation and excellence by evaluating honorary awards.
- CATL builds transparent and distinct internal promotion pathways to foster employee growth. The Company implements the principles of "Openness, Fairness, and Impartial" in promotion management, and institute a systematic promotion process to nurture exceptional talent within the Company.

Working hours and leave

- CATL guarantees statutory annual leave. It implements paid employee leave, such as parental leave, based on existing management policies.
- · CATL arranges shifts according to production needs. In the case of extended working hours on demand, employees can apply in advance on their own initiative, based on internal regulations.
- · CATL regularly manage the arrangement of working hours, communicate the time schedule of production line workers to the management, and promptly adjust work hours to ensure their physical and mental well-being.

Employee benefits and Wellbeing

The Company offers comprehensive benefits to all employees, including but not limited to social insurance, welfare leave, holiday benefits, cultural and sports activities. The Company actively provides employees' different activities, and attaches importance to employees' physical and mental well-being. Continuous support is provided to employees facing challenges, creating a joyful and harmonious work environment.

Social insurance	Commercial insurance (covering medical care, life insurance, and accident insurance; including employees' family members)	International SOS for overseas employees (covering travel risk emergency guidelines, 24×7 global localized support, medical evacuation, etc.)
Statutory paid leaves including annual leave, parental leave, elderly-care leave, plus supplementary welfare leave	Holiday benefits	Childcare support (for example: summer care for employees' children)
Annual physical examination	Access to employee activity center and recreational programs	Mutual aid fund and employee support programs

CATL establishes a people-centric "Cohesion, Action, Respect & Empathy (C.A.R.E.)" care system to address the needs of its employees. Through the cyclic operational approach of "Promotion \rightarrow Practice \rightarrow Communication \rightarrow Practice", to promote the improvement of the employee care system, and aims to develop employees' abilities and to promote psychological care.

Through initiatives such as the "Teamwork Culture Team" and "Hardship Elimination System" programs, the Company strives to cultivate self-reliant employee team characterized by execution and cohesion, alongside a service-oriented management team grounded in respect and empathy.

CATL prioritizes the psychological well-being of employees by establishing the Positive Organization Promotion Committee. The Company builds a professional psychological care team, and systematically provides psychological support for employees. CATL provides "Employee Assistance Program (EAP)" training courses for all employees and works council members at all production bases. This initiative aims to empower the bases to provide psychological counseling to employees effectively.

Measures for Employee Mental Health Care

- service sessions for employees.
- health checkups inform the implementation of the EAP and management enhancements.
- 2,820 employees.



Summary of Employee Benefits

 The Company invites third-party professional psychological counselors to provide free psychological counseling and intervention services for employees or their immediate family members with relevant needs. During the reporting period, on-site counselors provided a total of 629 service sessions, and remote counselors provided a total of 1,027

· The Company conducts mental health checkups every year. For employees whose mental health checkup results indicate potential psychological risks, such as depression, professional counselor care services are provided. During the reporting period, approximately 100,000 employees underwent these assessments. The results of the mental

· The Company improves the mental health awareness of all employees by opening a free psychological counseling hotline, distributing reading materials, posting themed promotional posters, and carrying out mental health month activities. As of the end of the reporting period, the free psychological counseling hotline served a cumulative total of

The Company attaches importance to the rights and interests of female employees and provides convenience and care for them especially during pregnancy, childbirth, and breastfeeding. During the reporting period, the Company carried out female health lectures and provided free breast and cervical cancer screening. In all production bases of the Company, baby caring and breastfeeding facilities are provided to those in need. Pregnant employees receive care packages and access to pregnancy-related professional information. The Company granted additional leaves such as pregnancy and breastfeeding leave. If a female employee in such a condition so desires, she could be offered a transfer to other duties at the company's discretion.

During the reporting period, for employees with children, the Company organized family camps, parenting forums, and established summer childcare programs to help employees balance their work and family life and spare them from concerns.

The Company set up the "CATL Mutual Aid Emergency Fund" to assist employees facing hardships. During the reporting period, the CATL Mutual Aid Emergency Fund received and reviewed 287 applications and disbursed mutual aid subsidies totaling RMB 3.61 million.

Equity and Diversity

Equity and Multicultural Development

The Company upholds a culture of equity, diversity, and innovation at workplace, and adheres to the principle of zero tolerance for discrimination. The company fosters transparent and trusting environment that values diversity and inclusivity. In terms of recruitment, compensation, training, and promotion, the Company prohibits discrimination based on factors such as age, disability, ethnicity, gender, marital status, nationality, political affiliation, race, religion, sexual orientation, trade or labor union affiliation, etc. Adhering to the Policy on the Protection of Labor Rights and Interests, the Company refrains from mandating pregnancy or physical tests for applicants unless required by law or safety considerations. It may not discriminate against job applicants based on the test results. Rigorous interviewer selection processes and professional training are enacted to ensure fairness. During the interviews, the principle of avoidance is followed, and interviewers must not be related to the job applicants. This is to ensure the professionalism and fairness of the selection processes. During the reporting period, no discrimination incidents contrary to the above requirements occurred in the Company.

The Company explicitly opposes workplace harassment and protects employees from sexual harassment, threats and intimidation at workplace. Anti-discrimination and anti-harassment trainings are integrated into the "Code of Conduct" module of new employee onboarding training to ensure that all employees are aware of the Company's management policy on equal employment and antiharassment in the workplace when onboarding. In case of such incidents, the Company will intervene promptly, and will investigate and deal with the case according to existing systems and to deter recurrence. The Company provides professional psychological counseling to the harassed parties, and imposes corresponding disciplinary actions on the perpetrators. The Company firmly safeguards the legitimate rights and interests of the parties upheld and prevents the recurrence of such incidents. During the reporting period, the Company conducted training on the identification and prevention of workplace sexual harassment for the human resources team, aiming to enhance the awareness and capabilities of the management team in handling discrimination and harassment incidents and to create a safer, more respectful, and inclusive working environment.

The Company encourages and promotes mutual understanding and communication among employees from different ethnic groups, regions, and cultural backgrounds. To help expats adapt to different cultural environments, the Company regularly organizes cultural integration training sessions, language courses, etc. During the reporting period, the Company provided information on local cultural policies and living resources necessary for expats, and established three new E-learning platforms for Germany, Hungary, and other oversea locations. Learning material and resources are synchronized globally. More than 7,000 employees of the Company took the "Business English for CATL" course to improve their English communication skills.

In terms of employment protection for people with disabilities, the Company actively responds to the national call to "help the disabled" and fulfills its social responsibility. During the reporting period, the Company initiate special projects in Yichun, Pingnan and other operation locations to assist people with disabilities. The company held job fairs together with local Disabled Persons' Federations, regularly provided skills trainings and career development support for people with disabilities, The company further promoted stability and inclusive development of the society by having hired 37 employees with disabilities.

La Industrial Demonstrative Helping Center for Assisting People with Disabilities in CATL-SC

In collaboration with Yibin's "Industrial Initiative for Assisting People with Disabilities", CATL-SC dedicated to fostering opportunities for individuals with disabilities through a comprehensive approach. The initiative aims to enable participants to "participate in social production, achieve stable employment, and enhance self-worth". CATL-SC explores and implements a model for assisting people with disabilities that combines assistance for both severe and mild disabilities, integrating rehabilitation services with employment opportunities, and utilizing both dispatch and direct hiring methods. With this Industrial Demonstrative Base for Assisting People with Disabilities in Yibin, CATL-SC created employment opportunities for local disadvantaged groups.

CATL-SC has recruited a total of 47 people with mild disabilities for employment; it has also built seven helping centers to help people with disabilities, and has helped a total of 113 people with severe disabilities receive rehabilitation treatment. CATL-SC has also provided them with a variety of training programs such as DIY of handicrafts, creative handicraft production of intangible cultural heritage, pastry making, organic farming, and stage performance of singing and dancing. In 2024, CATL-SC hired 5 more people with mild disabilities and welcomed 12 more people with severe disabilities to join the center.

Employee Communication

The Company establishes a diversified employee communication mechanism to ensure that employees can conveniently and transparently express their demands and safeguard their legitimate rights and interests. The Company regularly conducts employee communication meetings and engagement surveys, and continuously optimizes its management capabilities based on employees' needs and development to improve employees' satisfaction and well-being.

During the reporting period, in order to enhance employee satisfaction, the Company standardized and improved the employee communication mechanism through multiple measures. The Company issued the Specifications for Employee Communication and Problem Feedback Handling in the Operation System, clarifying communication channels, handling procedures, and contact windows to ensure that all employees are aware of the communication mechanism. CATL also works to protect the rights and interests of whistleblowers and other information providers and promote the efficient resolution of problems. To optimize the information ecology of the CATL's web forum, the Company issued the CATL Web Forum Information Ecology Governance Regulations and the Operational Guidelines for Complaining on CATL Web Forum, further standardizing the complaint and feedback processes and building a healthy and transparent communication platform.



Labor Unions and Staff Representative Meeting

- · All employees are eligible to join the labor union, and the Company respects employees' wishes to participate in the labor union.
- The Company holds the staff representative meeting every year to ensure employees' right to know, participate, express, and supervise. The Company fully backs the democratic management and supervisory role of staff representatives, safeguarding the legitimate rights and interests of employees.
- · The Company submits proposals for the establishment or modification of employee related policies, such as working hours and vacations, work safety, occupational health, training, and remuneration, to the staff representative meeting for consultation. These proposals are formally implemented upon approval by the votes of the staff representatives.

During the reporting period, CATL held two staff representative meetings. The Company reviewed and approved The Motion on the Election of Staff Supervisors of the Fourth Board of Supervisors of Contemporary Amperex Technology Co., Limited., and updated 7 management documents, including the Global Dispatched Talent Compensation Incentive Policy and the Implementation Plan for Irregular Working Hours.



Employee Engagement Survey

• The Company conducts employee engagement surveys focusing on four dimensions: employees' basic needs, management support, teamwork, and employee development, encompassing twelve key areas such as employee satisfaction, work goals, and well-being. More than 92% of engineer and staff participated in the survey. Subsequent to analyzing the outcomes, the Company undertakes internal evaluations and introspection regarding prevailing management issues, striving to enhance the competency of its management cadre.

◇ Talent Training and Development

Governance

The Company's Human Resources Department adopts the management model of COE (Center of Expertise) + HRBP (Human Resources Business Partner) to comprehensively promote and implement talent training and development. As the HR Policy Center, the COE builds the HR management system and develops management tools. HRBP are deeply involved in various business systems, including understanding of business challenges, clarification of business demands, confirmation of priority matters, and coordination of HR-related service resources. In this way, they ensure that the problem solving and feedback process is closed loop.

Strategy

CATL adheres to a people-oriented management philosophy. This is to ensure that every employee can fully utilize their potential in an environment of respect and trust. This further prepares the Company with robust human resources for the risks and opportunities in globalization. The Company is committed to building a professional, diversified, and international talent team by providing a comprehensive and systematic talent training system, as well as career paths in different dimensions. The aim is to enhance the innovation capabilities and resilience of the employee team, improve the Company's core competitive advantage and achieving the growth for both employees and the company.

Impact, Risk and Opportunity Management

Talent Echelon Construction

During the reporting period, the Company carried out assessments and reviews of managers and selection of reserve managers, building an internal talent pool, and cultivating key talents. To meet the Company's development goals, it promoted internal and external talent recruitment and optimized the development of the talent echelon. Internally, the company publishes internal job postings and encourages employees to apply. By providing these internal job opportunities, the Company broadened their career development paths. Externally, through diversified channels such as social media, recruitment platforms, internal referrals, and school-enterprise cooperation, the Company has continued to strengthen its recruitment efforts and improve the quality of its talent team. This would better match the Company's future talent layout and requirements for talent capabilities and quality.

To screen high-potential talents, the Company applies scientific talent assessment tools and conducts interviews and behavioral observations in conjunction with business cases to ensure accurate identification of quality applicants. The Company cultivates their comprehensive abilities through means such as trainings, case simulations, outbound studies, and quality development activities. This could facilitate the sustainable development of the Company's strategy and new businesses.

Achievements in Recruitment and Talent Pool projects in 2024

Experienced Hires and Campus Recruitment	 In terms of experienced hires, explored, throuintroduction. During the reporting period, more In terms of campus recruitment, the Companient Nearly 2,000 college-graduates were hired. In terms of blue-collar recruitment, through mand technical colleges have been hired. The Company promoted the "CATL Xincai (Cworld's top universities.
Specialized Talent Pool (Joint Talent Training Programs between Universities and Industry)	 The Company has joint visits, summer camps events invite Ph.D. students from top universit The Company initiated joint master's degree Shanghai Jiao Tong University. The Company carried out in-depth joint talen such as co-founding the "CATL Power Bat Integration of Industry and Teaching.
Internal Talent Pool	The Company gives priority to providing deve the reporting period, nearly 4,000 positions we

ugh various recruitment channels, the Company accelerated the talent than 6,000 people were hired.

any held up top 100 job fairs at domestic and global top universities.

ational and regional job fairs, nearly 1,200 graduates from vocational

Core Talent) program" to increase talent pool of graduates from the

..... s, and other exchange activities with more than 20 universities. These ties and research institutes both domestic and oversea.

ee training program with Global Institute of Future Technology of

nt training programs with nearly 20 vocational and technical colleges, tery Industrial College" and Provincial Model Training Center for

_____ elopment opportunities and internal job offers for employees. During vere offered, and more than 1,700 internal applications were received.

Sustainable Development Governance

Employee Cultivation

The Company's employee training system consists of four core modules: versatility, professionalism, leadership, and international competitiveness. An exceptional training team is tasked with designing programs and managing operations. This robust training system aids in cultivating a talent pool with strong foundational skills, bolstering organizational capabilities, and aligning with the Company's business and strategic objectives. During the reporting period, CATL updated training management rules and guidelines such as Management Rules and Implementation Guideline for Training. The document improved the management practice by means such as providing incentives for the internal trainer team, as well as encouraging innovation among employees, and sharing of learning resources. All of the approaches were aiming for a learning-oriented atmosphere.



The Company implements a structured new employee onboarding training system with different levels, facilitating the swift integration of newcomers into the Company. This training encompasses various topics, including general information, information security, employee integrity, production base or plant management, as well as compliance-related aspects such as anti-discrimination, anti-sexual harassment, and the eradication of child labor and forced labor.

During the reporting period, the Company held corporate culture related activities for all employees. Through the Company's innovation and entrepreneurship stories such as "The Road of CATL", it helped employees understand the Company's history, thereby enhancing employees' cohesion and sense of belonging and inheriting the entrepreneurial spirit. More than 200 activities were held, covering more than 20,000 employees.

In terms of professional competencies, to meet the multi-level needs of employees' professional skills development, the Company focused on the demand for professional knowledge and operational techniques for different positions, and offered customized special trainings. During the reporting period, the Company inspired the learning enthusiasm of technicians and blue-collar employees through professional skills competitions, enabling them to master skills proficiently. The company has introduced a credit system for training courses to accurately match the needs of employees above the engineer level and improve their problem-solving ability. Through new learning method of "lecture + tutorial", the company promotes middle and top management's thinking and innovation ability, and improves the team's innovation potential.

Key Progress in Employee Professional Competency Training in 2024

- from 58.9% to 78.4%; the proportion of autonomous maintenance man-hours increased from 37.1% to 52.2%.
- guaranteeing production flexibility and stability.
- cutting-edge knowledge to all employees.
- trainings have more than 10,000 attendances.
- people participated in offline and online courses.
- than 300 new patents to be applied for.

In terms of leadership program, the Company provided management open courses and enable program for all employees. It also provides multi-dimensional leadership program for all management levels, aiming to continuously enhance their abilities and providing solid support for employees' growth.

Key Progress in Employee Leadership Program in 2024

Multi-dimensional leadership Programs, e.g., "Core Ability", "Core Energy", "Core Motivation", "Core Drive", "Core Sail", and "Core Commitment"

- promoted managers. The programs improve their team management adaptability and efficiency and further helps them to be able to stimulate team vitality. By having the upskilling of management abilities, they are also able to solve the difficulties in their daily encounters.
- During the reporting period, the programs covered nearly 3,500 employees.

Talent Cultivation Programs, i.e., CCEMBA, CCAM, and the *Tianxing* Talent Program

- The programs aim to enhance the strategic thinking and leadership of middle and top management through systematic learning of enterprise management theories and international business models. They help individuals broaden their horizons and break through cognitive limitations, and cultivate high-potential talents for the Company's future.
- · During the reporting period, the Company jointly carried out these programs with major domestic universities and Business School. A total of 22 compulsory courses were offered, covering over 130 middle and top management employees. Average course satisfaction ratings are all above 4.8.

 The Company provided technology transformation guidance course and other trainings for technicians. A total of 29,920 employees have taken them. These trainings contributed to an increase in the autonomous maintenance rate

• 91.9% of the technicians who have been in the company for more than 6 months hold two or more qualification certificates. This ensures that emergencies in the production line can be effectively responded to and resolved,

 The Company provided the "Master Class" training project, aiming to build a methodology and toolchain for collective technological innovation. A total of more than 350 sessions were held, with more than 16.000 attendances. From this project, the Intermediate Electrochemistry Course with the goal of "how to identify and cultivate technological innovation talents and make electrochemical capabilities the core competitiveness of CATL" has provided the most

• The Company provided trainings for engineering capacity improvement, such as the Six Sigma Series Training. These

• The Company provided a one-stop professional talent training project for energy storage business. More than 1,800

 The Company provided innovation training projects such as "Innovation Coach" and "Innovation Application Specialist". These programs have coached a total of 44 technical projects, with more than 400 new technical solutions and more

· The programs focus on the key management scenarios faced by middle and frontline management, as well as newly

To foster the accumulation and transmission of knowledge and skills, the Company established a sound management and incentive system for internal trainers and teachers, developed learning material and tools independently, and promoted a good internal learning atmosphere. During the reporting period, the Company promoted "Mini Course" developing and designing through case analysis competition and mini course awards. Online function of trainer recognition on the "CATL E-Learning Academy" platform was launched to help improve the efficiency of trainers and teachers applying and recognizing process. The Company organized activities for Teachers' Day celebration such as "Amusement Park Carnival". With a cumulative attendance of more than 40,000, these activities have further enhanced their sense of rewarding and teaching enthusiasm. During the reporting period, more than 500 internal trainers and teachers are recognized, making the total number increased to more than 1,700.

In addition, through home visiting and private tutoring, scholarship as tuition subsidies, and the "CATL Intelligent Worker Academy" program, jointly held with the Open University of Ningde, the Company supported academic gualification improvement for employees. This helped promote the improvement of employees' comprehensive quality and competitiveness in their career. As of the end of the reporting period, a total of 2,300 people participated in this program, among which more than 1,500 people received tuition subsidies from the Company. Currently, more than 1,000 employees have successfully graduated from the program. Among them, up to 300 people got promoted, and more than 100 people won scholarships and received "Outstanding Student Award". Among the outstanding students are recipients of the "National May 1st Labor Medal". Through this program, the company achieves a virtuous circle between the personal development of employees and the development of the organization.

Promotion and Motivation

The Company adheres to the principles of "Openness, Fairness, and Impartial" in its promotion management practices. By dividing the promotion system into distinct pathways, such as management, scientific researcher, skilled worker, machine operator etc., the Company supports employees to choose their career paths freely, and continuously optimizes the promotion system to ensure that talents are identified and can achieve their career goals.

The Company has formulated the Personal Performance Management System, conducting monthly and annual performance appraisal for employees at various levels. This is an important basis for employee compensation, promotions, and bonus etc. Employees' violations of rules and regulations in code of conduct, information security, and other aspects are included in the performance appraisal. To further enhance efficiency and transparency, the Company introduced a digital system to support performance management during the reporting period. With process recording of task function, responsibilities were clearly delineated among the key personnel at each stage, thereby ensuring the seamless execution of the entire process.

Performance Assessment Method and Frequency

Management by objectives

· Based on job responsibilities and division of labor, CATL breaks down the organizational performance objective from top to bottom, sets personal performance objectives, and clarifies performance requirements and ways to achieve objectives. Annual performance targets are also established, and progress towards these targets is communicated, reviewed, and updated every six months to ensure the fulfillment of personal objectives.

Management of organizational performance by objectives

· CATL sets the organizational performance objective, and synchronizes it with personal goals by breaking it down to personal performance objectives. Annual personal performance reviews are conducted to ensure the successful achievement of organizational goals. Moreover, the distribution proportion of personal performance results is positively correlated with organizational performance achievement.

Performance improvement management

 The entire staff engages in agile communication throughout the performance management process. Combined with performance activities such as goal setting, process coaching, result feedback, and performance improvement, the Company has aligned its objectives, conducted a gap analysis and result feedback according to the behavior of employees in different performance cycles, and formulated performance improvement plans and provided resource support for employees.

The Company regularly undertakes promotion process upholding the rules of "Openness, Fairness, and Impartial" every year and makes the promotion policy transparent to both management and general employees. This policy encompasses nomination criteria, detailed processes, evaluation mechanisms, as well as pertinent tools and forms. With the results of promotions being publicly announced, the Company guarantees fairness and transparency throughout the process. In order to better promote general employees to management or key positions, the Company has developed and continuously refined the management capability and quality evaluation model. It uses a scoring and rating mechanism to select candidates, conducting comprehensive assessments based on "organizational principle (culture advocacy), business capabilities (management skills), team development (subordinate cultivating), and personal characters". These assessments evaluate candidates' suitability for their new positions, providing a decision-making framework for talent selection.

The Company actively communicated with employees who are inclined to leave, understood their demands, and assisted the departments to continuously improve and adjust the engagement with employees. Through face-to-face conversations, the management and a special position called "team care-staff" communicate with the leaving employee. By listening to and trying to understand their problems and difficulties and make efforts to coordinate solutions or remedies, the Company seeks to retain employees and reduce turnover.

♦ Occupational Health and Safety

Governance

The Company has established the Safety Production Management Committee as the top of internal governance structure. The Chairman of the Board serves as the Head of the Committee, with relevant senior executives and department heads serving as members. The committee is responsible for reviewing and approval of internal policies related to work safety, as well as decision making on major work safety matters. The Environment, Health and Safety (EHS) Department fulfills the duty of supervision and management. The Company has appointed safety representatives in all departments. They are coordinator of internal safety audits, developing relevant safety management processes as needed, and conducting safety inspections to identify actual and potential risks. The Company has implemented a "four-level safety management grid", and clarified the safety responsibilities of grid personnel at different levels with structured check list, to achieve full coverage of safety management for minimal production and service units.

Strategy

The Company has prioritized work safety through its "Safety First: Prevention-Oriented and Integrated Management" policy, and actively pursues the overarching goal of six "Zero" targets for work safety. A robust work safety management system has been established to foster a healthy and secure work environment. By establishing a comprehensive safety responsibility system and enhancing full participation of safety management, the Company continuously refines its work safety management and ensures the effective implementation of all safety measures. The Company fosters employees' awareness of safety and occupational health, embed a robust safety culture within the workforce. By minimizing safety risks to the greatest extent possible, a solid foundation for the seamless production and operational activities is laid.

Impact, Risk and Opportunity Management

Risk Management Process

The Company has established a robust risk-based management system for work safety and occupational health. This system encompasses risk identification, risk prevention, risk monitor and screening, risk response, report, and finally the system optimization. By continuously refining the risk register and control measures, the Company ensures comprehensive protection of employees' occupational health and workplace safety.



 Identification: The Company establishes a risk classification management and control mechanism along with a potential risk investigation and management mechanism. It conducts regular comprehensive risk identification and evaluation to identify and catalogue risks.

Work safety risk management process

- Prevention: For the identified risks, the company classifies and controls risks through engineering methods, technical tools and management measures.
- Monitoring and screening: Designated employees of varying levels are to manage and monitor risks accordingly and conducts regular inspections to identify and respond to potential risks. The Company has established mechanism to encourages all employees to report identified risks anytime and anywhere, ensuring the timeliness of risk response.
- Response and report: The Company has established a comprehensive mechanism for handling and emergency management of work safety accidents and incidents. In accordance with the *Report, Investigation* and Settlement Procedure of EHS Accidents and Incidents, such cases are categorized into different levels. The Company has implemented classified reporting system and a corresponding management process for signaturing, implementation, and closure.

Occupational health risk management process

- Identification: The Company annually conducts the "Three Simultaneous" work for occupational health and invites third-party institutions to identify workplace hazards. Third party identifies occupational disease risks in the workplace, including noise, inorganic dust, high temperature, inorganic compounds etc.
- Prevention: In response to occupational disease risks, the Company has optimized its occupational protection equipment and strengthened the mechanisms for physical examinations and occupational health surveillance. This ensures the occupational health and safety of its employees.
- Monitoring and screening: The Company conducts annual internal occupational health audits across all production bases, tailoring audit content to suit the work conditions of different departments.
- **Response and report:** Following the occurrence of workplace accidents, the Company adheres to the requirements of the *Management System for Work-related Injuries* to report internally, and investigate into and analyze the causes, as well as to track the results and implement improvements accordingly.

Safety Production System Management

In strict accordance with the *Law of the People's Republic of China on Production Safety* and the applicable laws and regulations in overseas locations of operation, The Company formulated the *CATL Safety Production Management Policy* and the *Safety Production Responsibility System* as the guidelines for production safety system management. In strict adherence to local regulations and policies, overseas production bases have integrated the Company's production safety management policy, establishing a tailored management system aligned with their specific circumstances.

The Company has realigned the framework of its occupational health and safety management system in accordance with the ISO 45001 standard and its business. Leveraging this new framework, the Company has strategically enhanced its internal policies and process documents. During the reporting period, the Company prioritized management modules like emergency response, occupational health, education and training, and specialized operations, resulting in the finalizing of 19 additional policies and process documents.

Work Safety and Occupational Health Certification in 2024

- 100% of stable operating and qualified production bases have been successfully certified to ISO 45001:2018 standard for occupational health and safety management systems;
- Ongoing construction and newly built bases are actively engaged in the development of occupational health and safety management systems.

Production bases that have been in stable operation for more than one year are required to obtain Level 3 or Level 2 certification of *Chinese Safety Standardization in accordance* with their actual conditions.

- Level 2 Certification: CATL*, CATL-QH, CATL-SC, CATL-JS, UABC, CGBC, CATL-FX and CATL-YC;
- Level 3 Certification: CATL-JC, CATL-FD, CATL-XJ, CATL-RQ, CAML-JT, CETL-PN, PNRN, CFBC and CATL-GEELY (Sichuan).

The Company advances the integration of work safety with digitalization and intelligence. The Company has developed an intelligent Warning platform, leveraging the Internet of Things (IoT) and other technologies to create a unified map for firefighting system, monitoring system, and all alarm systems. This map covers equipment, facilities, and emergency rescue guidance. This enables seamless integration between on-site operations and online systems, significantly elevating the capabilities for monitoring and warning of potential risks, as well as the timely response to emergencies. During the reporting period, there were no major work safety accidents to be reported.

Mine Safety Management

For mining projects, the Company adheres to the safety-first policy outlined in "Safety First: Prevention-Oriented and Integrated Management". The Company insists that safety is an insurmountable bottom line and strictly follows safety regulations outlined in the *Law of the People's Republic of China on Safety in Mines* and other relevant standards, alongside other applicable laws and regulations for global operational sites. The company strictly adherence to the responsibility of all personnel to work safely.

As of the end of the reporting period, mineral subsidiaries in Yichun had met the requirements for safe production operating conditions. The Company continuously implements the "Three Simultaneous" requirements under national law using a grid-based safety management approach. It incorporates contractors and safety management personnel into its framework. This effort has established a robust end-toend safety accountability system that ensures comprehensive coverage across all levels of the production.

In line with the characteristics of mine safety management, the Company has issued a series of management policies of mining, selecting and processing, smelting and refining etc. to ensure standardized operations of all projects. Through the construction of "intelligent mines", the Company has introduced automatic driving mine trucks to enhance overall mine production safety. The Company has implemented a radar-based slope monitoring system and an automated tailings pond monitoring system. These systems enable real-time online monitoring of critical data, such as surface and internal displacement of tailings dams, facilitating early warnings and ensuring the safe management and maintenance of tailings ponds.

Cooperation Partner Safety Management

For cooperation partners such as suppliers and contractors, the Company has formulated the *Production Safety Management for Supplier*, the *Agreement to Business with civility and Safety*, and other policies. The safety management requirements of the whole operation process from supplier selection, onboarding training, construction process management, and end of delivery are clearly defined. Priority is also given to the protection of rights and interests of labor in the value chain.

During the reporting period, the Company revised the *Guidelines for Safety Performance Management of Contractors and Strategic Suppliers*. The Company aimed to bolster the efficiency of work and production safety management of contractors and strategic suppliers through measures like monitoring and assessing, as well as implementing the management at different levels according to their safety performances.

Key Links of Supplier Work Safety Management

Pre-entry audit

 The Company conducts pre-entry qualification audits and inspections for suppliers. During the reporting period, the Company updated its supplier selection and admission criteria to additionally include the veto mechanism:

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- The Company's internal work safety requirements and principles are explicitly outlined in supplier contracts;
- For construction contractors, the Company implements a comprehensive safety management process, including qualification audits, pre-entry safety training (covering safety management requirements, risk awareness, operational safety, emergency response protocols, and reward/ penalty policies), safety briefings, and VR (Virtual Reality) training.

In-process co Eor strategic suppli

Company conducts inspection and guid organizing accident The approaches for elements like safety safety managemen and emergency pre process safety, occ and protection of p aim is to ensure the all safety and occup management stand the reporting period conducted on-site of 122 strategic sup key suppliers of cat anode materials, el others. The Compa guidance to these s formulating rectific identified potential monitored their imp these plans.

Society



ounseling		Performance management
iers, the s on-site dance, along with t case studies. cus on critical y compliance, nt systems, fire eparedness, cupational health, personal etc. The ey meet with pational health dards. During d, the Company audits for a total ppliers, covering thode materials, iectrolytes, and any also provided suppliers in ration plans for risks and closely plementation of) > 	 Suppliers are required to develop annual safety targets and plans. The Company required its suppliers to establish internal performance appraisal mechanisms; Suppliers' safety performance is regularly assessed and improvement are required to be done as needed.

Occupational Health Management

In strict accordance with the Law of the People's Republic of China on Prevention and Control of Occupational Diseases and the applicable laws and regulations in overseas operational locations, the Company has continuously strengthened the occupational health protection of employees, and systematically sorted out the occupational health management system documents. No occupational disease cases were reported during the reporting period.

For positions with occupational disease risks, the Company supplied personal protective equipment that adhere to job-specific requirements, installed protective facilities like dust collectors and noise abatement equipment, and undertakes regular inspections and maintenance to improve workplace safety. The Company provides pre-entry, in-process, and off-duty physical examinations for employees exposed to occupational disease risks. The Company has also established a robust occupational health monitoring system, implementing personal health profile to ensure comprehensive protection of employees' occupational health and safety.

Concerning workplace chemicals, the Company clearly informed employees about the possible exposure to chemicals and their harmful effects. The chemical composition and related test data were posted at the workplace. An emergency handling mechanism was put in place, with regular online and offline training and drills are conducted to enhance employees' ability to respond to chemical related emergencies effectively.

Cultivation of Safety Culture

The Company has established a safety training system with three levels, designed to nurture a comprehensive safety culture across all staff. The safety training system encompasses general, department-specific, and position-specific safety training modules. For the general module, training encompasses new employee onboarding safety training and annual safety training for all, with a mandatory participation of 100 percent. The Company irregularly conducts specialized training sessions on occupational health and safety, covering areas like public safety, safety of special equipment and machinery, environmental protection, occupational health, emergency management, and construction safety.

Through weekly safety morning meetings and specialized training sessions, the Company provides employees with occupational health and safety awareness outreach. The themes include equipment safety, safety regulations, construction safety, and accident case studies, as well as response to chemical spills emergency, fire safety, and regulatory compliance. During the reporting period, the Company organized a total of 15 thematic training sessions and 52 safety morning meetings. The test result of "Pass" reached 100%. Random tests on employees' safety awareness within all subsidies amounted to 68,498, with a pass rate of 99.8%. The Company regularly organized the "Occupational Disease Prevention and Control Law" Awareness Week to enhance the health awareness of employees by means of hanging up posters, providing trainings and contest, among others.

The Company's has implemented tailored trainings for its employees and contractor in battery material and mining resources projects. These trainings focused on communicating and explaining the safety management system and mine management related regulations, as well as significant potential risks in mining operations. During the reporting period, over 1,000 employees and partners have participated in these trainings.

The Company organizes regular "Work Safety Month" campaign to promote the awareness of employees. During the reporting period, the Company organized 12 work safety-related activities as part of the "Work Safety Month" campaign. These activities included the Emergency and Risk Avoidance Lecture Series, VR Experiences, the "Safety for All - eliminate potential Safety Risks", and emergency and evacuation drills. Over 130,000 employees participated in these activities.

To link employee performance with work safety, all employees must sign the Responsibility Commitment Letter for Work Safety. The Company sets performance deductions for violation of safety rules for each department and production base, which links the achievement of work safety targets to performance. The Company distributes work safety targets and responsibilities to all levels, and reviews the progress at the end of the year.

The Company continues to empower suppliers' EHS management. During the reporting period, the Company delivered EHS training for strategic suppliers involved in cathode materials, anode materials, and electrolytes. The training reached a total of 643 suppliers with 166.248 attendees. The Company organized six specialized training sessions focusing on regulatory compliance, fire safety, chemical management, and other related areas. The trainings have significantly bolstered the suppliers' management capabilities and risk mitigation proficiency.

Industrial Cooperation and Development

The Company fully leverages its technological and industry advantages to actively engage in various activities organized by industry associations, including standard and policy formulation, research projects, forums and exhibitions, technical collaboration, and the development of expert talent pools. Through these efforts, the Company contributes to the high-quality development of the industry. To better manage its participation in industry associations, the Company has established the Regulations on the Management of Industry Associations. These regulations specify the procedures for membership application and membership status change, thereby standardizing the Company's engagement with industry associations.

As of the end of the reporting period, the Company has membership to 162 domestic and international industry associations, including the Global Battery Alliance (GBA), the National Big Data Alliance of New Energy Vehicles (NDANEV), the China Electricity Council (CEC), the China Society of Automotive Engineers (China-SAE), and the China Association of Automobile Manufacturers. By virtue of its technological leadership and expertise, the Company actively engages in the formulation of standards for power batteries, energy storage batteries, and battery management systems. The Company spurs the standardization of processes across battery product design, testing, and recycling. During the reporting period, the Company joined multiple working groups of the German Association of the Automotive Industry (Verband der Automobilindustrie, VDA). The discussions revolved around collaboration under the Responsible Supply Chain Initiative (RSCI) framework, battery production in Europe, and EHS management practices in factories and plants. To facilitate industry exchanges, the Company invited members of the Automotive Cluster Ostdeutschland (ACOD) and the European Automobile Manufacturers' Association (ACEA) to its Thuringia plant and hosted members' day including visits to battery manufacturing sites.

Active participation ... industry development Active participation in GBA's 2024 Battery Passport Pilot Program, contributing best practices to With the implementation of the EU Battery Regulation (2023/1542), the global battery industry faces new compliance challenges and opportunities. EUBR requires that batteries entering the EU market meet strict environmental and social responsibility standards, including accounting carbon footprint, ensuring sustainable raw material sourcing, and enhancing In GBA's 2024 Battery Passport Pilot Program, the Company's Shenxing Battery and CTP Battery demonstrated globally leading performance across multiple dimensions, including supply chain information collection, performance of various ESG metrics, · Establishment of the supply chain traceability platforms: In accordance with the GBA rules, the Company completed the comprehensive collection of key supply chain data, covering raw materials including lithium and graphite all the way to the mining, ensuring the traceability of the entire supply chain and demonstrating the data transparency. Highlighting the advantages of circular design: According to the circular design rules in the Pilot Program, the Company's products scored 0.94/1.00 on key metrics related to durability, repairability, and recyclability showing leading performances in the industry. Relevant product data has been verified through third-party assessments. Through the comprehensive supply chain traceability platforms, ESG information transparency and material and product traceability are shown. This is active response to the global trend in digitalization of battery product traceability and information disclosure. The Company has solid management practice in topics such as Climate actions and Supply chain management, which broadens the Company's strategic advantages in the global battery industry.

product durability and recyclability.

and product traceability.

Training talents for the battery industry is also key to advancing the industry. With its own experience and ability, the Company initiates joint programs with vocational and technical colleges and universities national wide. The programs include technical instruction, aftermarket management, etc. It also provides trainings, internship and apprenticeships for talents.

Pursuant to the principles of "guiding by government, leading by enterprise, and joining by college", the Company has initiated joint program with the Ningde Institute of Technology to implement a new vocational training program. The two organizations, anchored by the philosophy of "The CATL dual education program - enrollment with job offer, learning on campus and training with company - a joint program by companies and colleges", offer a one-year vocational training program with diploma for technical personnel. This program aims to advance the technical capabilities of qualified personnel in the industry. During the reporting period, a total number of 370 trainees enrolled in this program.

The Company has collaborated with technical and vocational colleges to launch a joint program aimed at cultivating innovative talent for the aftermarket management. This program provides professional training courses, teaching and learning facilities and equipment. certification, trainers' development support, and other resources. These programs fostered the joint cultivation of well-rounded professionals boasting both theoretical knowledge and practical skills. During the reporting period, the Company initiated programs with 16 colleges, including Fuzhou Polytechnic and Ningde Vocational and Technical College and successfully concluded projects under the Employment and Education Initiative of Ministry of Education. The joint program with Chengdu Aeronautic Polytechnic has been awarded Industry-Education Integration Pilot Demonstration Project of Sichuan Province. Together with Shaanxi Polytechnic Institute, the Company established the Shaanxi New Energy Vehicle Industry-Education Integration Practice Center. Together with Yunnan Vocational College of Transportation and Tianjin Electronic Information Technician College, the Company co-found the CATL Industrial Academy.

CATT works closely collaboration with local vocational colleges and universities of applied sciences, actively participating in the German dual system of vocational education and training (VET). These programs are tailored for middle or high school graduates with a duration of 2 to 3.5 years. This program not only nurtures professional and technical talent aligned with industry-specific skill requirements but also furnishes young talents with employment opportunities and comprehensive career development support. During the reporting period, CATT, in partnership with Mehnert Lab, a local company in Erfurt, initiated the "Technical Competence" qualification program. The program is designed to empower the ones seeking career change and support potential talents to master Industry 4.0 technologies, thereby enabling them to meet the stringent standards prevalent in production and maintenance positions.

Registered with the Ministry of Human Resources and Social Security of the People's Republic of China as a vocational skill level certification and evaluation body, the Company conducts annually working skills recognizing and certificating for battery manufacturing professionals. As of the end of the reporting period, a total of 8,241 technicians had been certified and accredited as battery manufacturer.

In light of the prevailing talent shortage within the industry, the Company has collaborated with China Machine Press to publish three textbooks: Construction and Maintenance of EV Battery Systems, Maintenance and failure Diagnosis of Electric Vehicles, and Maintenance of EV Batteries and Battery Management Systems. These textbooks are designed to promote professional skills national wide and support the EV battery maintenance as well as serve the aftermarket.



Charity and Volunteer Services

Public Welfare & Charity

The Company has enacted a robust public welfare and charity management system, including the establishment of the management team to oversee internal and external charitable activities. The Company implemented the Regulations on the Administration of Donations and the Donation Implementation Regulations to further regulate its management practices, and to clarify the principles and decision-making procedures. While safequarding the rights and interests of shareholders, creditors and employees, the Company aims to fulfill its social responsibility as corporate citizen more effectively. During the reporting period, the Company initiated 36 charitable activities of donation.

The Company has always adhered to the concept of harmonious integration of corporate development and fulfillment of social responsibility, and has continued to work in a number of social welfare areas, such as community development, education, emergency relief, environmental protection, cultural and sports. Through dedicated charitable funds and donations, it diligently fulfills its corporate citizenship obligations, fostering the generation of social value. During the reporting period, the Company donated a total of RMB 237.58 million.

Actions and Progress of Charitable Donations in 2024

Dedicated charitable funds

better support groups in needs. In 2023, the Company made donations to the Ningde Charity Federation (NDCF) and the Ningde City Jiaocheng District Charity Federation. A total of RMB 22,962,700 was utilized to support the development of education, people's livelihood, culture and sports in the region.

Select of donations

- and Xiamen University. The Company donated RMB 100 million to NDCF for the Ningde Experimental School affiliated with Beijing Normal University and other educational public welfare initiatives.
- of 20,000 poplar trees to restore and create green barriers against wind and sand in deserts and other areas.
- Haidong City and Kangding City, as well as to the Jiangxi Red Cross Foundation for emergency relief and reconstruction after natural disasters (including earthquakes, mudslides, and fires). On January 9, 2025, the Company donated RMB 10 million to Tibet for earthquake relief.

⁷The Company and China Green Foundation have completed the public welfare action of planting poplar trees in the reporting period, and the actual payment time is January



Contemporary Amperex Technology Co., Limited Overview

Overview of CATL

Sustainable Development Governance

Environment

Volunteer Service

The Company fosters a culture of active engagement in public welfare among its employees, aiming to address social challenges through practical actions and embodying the core values of "Refine, Enable, Strive, Innovate". The Company has vigorously advanced the development of its volunteer service system. In 2024, under the coordinated organization of the Labor Union of CATL, the volunteer service team underwent a comprehensive upgrade to become the "CATL Volunteer Service Corps". This organizational restructuring has enabled the effective consolidation of corporate volunteer resources, accompanied by a group-wide call for participation extended to all employees with plans to integrate volunteer registration and service records with the national "China Volunteer Service" platform. The "CATL Volunteer Service Corps" will continue to implement a comprehensive portfolio of public welfare initiatives across six core areas: environment protection and sanitation, education and teaching assistance, road traffic control, eldercare and disability assistance, popularization of science and technology, and event services. These initiatives are designed to engage and inspire broader participation in advancing sustainability practices.

During the reporting period, the Company organized a series of volunteer activities through CATL Volunteers Service Corps, including mutual aid and charitable donations etc. In 2024, a total of 156 activities were organized, engaging approximately 2,500 individuals. volunteer service team activities in the Ningde area with 2,500 participants. The activities included "road traffic control" "volunteer medical services" "support at welfare centers" and "blood donation", among others.

The Company organizes volunteer activities according to its annual activity calendar. Activity information will be sent to volunteers via emails, shown by posters, or distributed through groups on chat apps etc., calling them to engage in volunteer services. During the reporting period, the Company selected 96 "Star Volunteer of the Month" and 30 "Star Volunteer of the Year". These role models were rewarded with honorary certificates and opportunities to participate in special team-building activities, thereby encouraging employees to actively engage in volunteer activities and social services.

Community Communication and Development

The Company places significant emphasis on establishing robust communication mechanisms with the communities in which the Company operates. CATL actively engages with stakeholders, including the local government, the public, and the community, to solidify the foundation of trust. In addition to engaging in public welfare donations, the Company leverages its influence to enhance the well-being of the populace. CATL actively partakes in community services and local cultural activities, and collaborates with non-profit organizations to fuel the resolution of social issues. The Company is committed to fostering harmonious relationships with local communities, thereby promoting their sustainability.

Community Communication and Livelihood Improvement

China

During the reporting period, the Company replaced 5,000 sets of classroom furniture across more than 20 rural primary and secondary schools in Jiaocheng District, significantly improving learning conditions for school-age children. The Company allocated RMB 680,000 in financial assistance to support 322 underprivileged students in Jiaocheng District and Dongqiao Economic and Technological Development Zone. A contribution of RMB 600,000 was made to facilitate the Ningde City Outstanding Head Teachers and Educators Recognition Program, aimed at retaining and enhancing the quality of local educational resources. The Company made donations as follows: RMB 200,000 was contributed to the Ningchuan Cultural Research Association to support the excavation and research of Ningchuan culture; RMB 700,000 was earmarked for the construction of the villagers' activity center and calligraphy and painting academy in Shanyang Village, Gutian County, Ningde City, with the aim of promoting the development of local cultural and community facilities; RMB 200,000 was allocated to sponsor the 2024 Ningde City Games, thereby propelling the growth of the local sports undertakings; RMB 500,000 was provided to support the provision of pensions for public security heroes and martyrs as well as financial assistance to families in need; and RMB 1.4 million was donated to assist the families of those who showed acts of righteousness and were facing financial hardships in Ningde City to tide over difficulties.

Overseas

During the reporting period, to enhance communication with local residents, the Company, supported and encouraged by the local government, engaged in regular exchanges with the district council of IIm-Kreis in Thuringia, Germany. These exchanges revolved around key issues like plant operations, worker scheduling, and public transportation. The Company maintained an open line of communication with the residents of Rehestädte, the nearest town to the core plant. The Company provided updates on its development progress and addressed concerns raised by stakeholders. These efforts were aimed at increasing the transparency of the Company's communication with the community and fostering a broad base of community trust.

The Company actively engaged in and contributed to the charity running event organized by the Erfurt Cross at its Arnstadt operation site in Thuringia, Germany. All proceeds generated from the event were allocated to the local Setzeclub Children and Youth Center, supporting local youth development. The Company hosted its inaugural Environment Day event in Arnstadt. Beyond encouraging its employees to perform litter collection, the Company also invited employees to attend a sustainability seminar titled "Actively Shaping the Company's Energy Transition", organized by the Fraunhofer Institute for Manufacturing Technology and Advanced Materials.

The company upgraded the air conditioning system for a local children's clinic in Debrecen, enhancing the clinic's hardware facilities to provide a more comfortable working and treatment environment for both children and medical staff. Additionally, the company provided financial support for the hospital to purchase 3D laparoscopic equipment, further improving the quality of treatment for young patients and increasing their chances of recovery.

Participating in Community Cultural Activities

CATL takes an active role in supporting and engaging in cultural events within the communities it serves, fostering connections among local residents and cultivating a positive corporate image. Through these initiatives, the Company enhances community understanding and collaboration, laying the groundwork for mutual development.

In the overseas community, the Company takes an active part in the City Festival in Arnstadt and the Krämerbrückenfest and the Talent Festival in Erfurt, trying to gradually integrate into the local community. CATL promotes various activities, facilitates the integration of corporate culture and local culture, and contributes value to the local community by establishing the partnership-based cooperation.

To foster better communication with local residents and bolster the personal growth of youth, the Company collaborates with the local sports club SV09 Arnstadt to host sports events and environmental activities. Additionally, it engages in initiatives like factory tours, golf matches, and the "Future Technology Camp" with nearby schools. During the reporting period, the Company established a strategic partnership with the professional basketball club Basketball Lions, culminating in the official rebranding of the team as the "CATL Basketball Lions" for the duration of the collaboration. A series of activities has effectively enhanced the company's brand image and enabled local residents to gain a deeper understanding of company's culture and values.

Working with NPOs to Solve Social Problems

CATL collaborates with local non-profit organizations to address the social needs through donations and other charitable activities. During the reporting period, the Company's overseas production base, CATL-Hungary, made a donation of RMB 495,400 to Future of Debrecen Egyesület, a local environmental protection organization, earmarked for tree-planting activities on World Earth Day. The Company maintained its collaboration with Baumpaten Thuringia and organized its employees in CATL-Thuringia to partake in tree-planting activities, aiming to propel the green development of local community. As of the end of the reporting period, the Company, together with its local employees, had cumulatively sponsored and planted 9,300 trees, making a substantial contribution to the reforestation of the Thuringian Forest.

Rural Revitalization

The Company is actively engaged in exploring long-term mechanisms to spur rural revitalization. Capitalizing on its resources and capabilities, CATL promotes industrial upgrading and the development of a green economy by implementing diversified initiatives in employment, education, and industrial revitalization, seeking to boost to the profound integration of scientific and technological innovation with rural revitalization.

Stable Employment

By expanding the scope of recruitment and increasing the number of available jobs, CATL supports rural migrant workers and those lifted out of poverty in finding jobs, and helps economically disadvantaged areas to resolve unemployment. The Company actively engages in local public employment initiatives such as the "Spring Action⁸". The Company actively engaged in targeted recruitment initiatives, including participation in Fuding City's township-specific job fairs and the establishment of recruitment centers in Aba Prefecture. These efforts focused on rural townships and central and western regions, effectively facilitating the transfer of surplus rural labor while contributing to increased income opportunities for local farmers. During the reporting period, the Company recruited a total of 1,467 employees in economically disadvantaged regions.

Industrial Revitalization⁹

The Company has sustained its efforts in driving rural revitalization through industry initiatives, harnessing local resources and fostering the advancement of local industries. By empowering local communities and providing robust industrial support, it has bolstered the selfreliance of residents and facilitated continuous income growth for local farmers.

The Company helped rural revitalization through cooperation between villages and enterprises, continuously participated in the "I have farmland in Ningde" campaign, and developed land hand in hand with farmers by donating money to raise funds and providing sales guarantees. This practice is intended to create a solution for problems associated with the sale of rice, and assist in raising farmers' incomes over the long term. The Company launched the a "three-in-one" campaign to donate funds and adopt 280 mu of barren land in Ningde to actively promote industrial revitalization.

The Company remains engaged in the "Customized Tea Garden for Poverty Alleviation" initiative¹⁰. It has adopted customized tea garden for the purpose of poverty alleviation, and relied on the local tea industry to help rural revitalization. During the reporting period, RMB 6,476,400 was invested in the such initiative.

Zero-carbon Technology Empowers Rural Revitalization

In November 2024, the Company inaugurated its first Zero-Carbon Demonstration Base in Xiadang Township, Shouning County. This initiative marks the Company's first attempt to "empower rural revitalization through zero-carbon technology and establish a comprehensive zero-carbon ecological demonstration model".

The core facilities of this base revolve around a zero-carbon teahouse and a smart photovoltaic storage, charging, and discharging station. The teahouse achieves full-cycle green power supply through Building-Integrated Photovoltaics (BIPV) technology, incorporating CATL's proprietary intelligent microgrid management system in its inaugural application. This advanced configuration ensures stable power supply while optimizing energy efficiency and reducing emissions. The charging station integrates photovoltaic panels, energy storage cabinets, charging piles and others The station is capable of providing multi-dimensional services including photovoltaic power generation, electric vehicle charging, V2B (Vehicle to Building) reverse power discharge, electricity storage, and mobile charging.

The project has evolved into a zero-carbon rural tourism and research base, demonstrating the effective integration of technological innovation with rural revitalization.



*The "Spring Action" is a series of activities initiated by the related departments in PRC to offer employment opportunities for migrant workers, safeguard their legitimate rights and interests, and rectify labor intermediaries.

⁹Industrial revitalization in the report mainly refers to how the Company helps residents to develop characteristic industries by identifying local characteristic resources, improving their living standards, and laying a solid foundation to develop the local economy.

¹⁰CATL has participated in this project since 2019 to support and invest resources. Therefore, the name of this project remains unchanged after China achieved comprehensive poverty alleviation

Education Revitalization

CATL remains committed to advancing rural revitalization through education, continually initiating various educational programs to broaden opportunities for underprivileged students and emphasizing the holistic development of students' well-being.

The Development of Partial Student Aid Programs

"Heart Growth Scholarship" Program



Since 2018, the Company has consistently implemented the "Heart Growth Scholarship" Program. This program employs a targeted approach to identify and provide one-to-one support to underprivileged students. The Company offers sustained financial assistance and emotional care, maintaining support until each student's successful completion of secondary education. CATL will establish a profile for each student, establish a regular care system, formulate contact cards, and pay regular and dynamic attention to their growth. The Company cooperates with China Charity Federation to continuously optimize the management and implementation of public welfare projects. During the reporting period, the "Heart Growth Scholarship" Special Program for Ningde provided assistance to 88 underprivileged students in Ningde area. The "Heart Growth Scholarship" Program broadened its scope of assistance by initiating the Bijie Special program in Guizhou, which aided 56 underprivileged students locally. A total of 144 underprivileged students received support.

"A Bright Start for Every Child" Program



The Company has engaged in "A Bright Start for Every Child": Home Visiting Action Plan for 100,000 Rural Infants and Toddlers initiated by the China Development Research Foundation, actively committing to the enhancement of the growth environment for rural children. The Company seeks to provide early nurturing services to a greater number of rural infants and young children and to ameliorate the adverse growing conditions in their family environments stemming from factors such as low income and being left-behind. The program ensures comprehensive nutritional support and quality caregiving, fostering cognitive development and skill enhancement in rural children. By establishing a more equitable foundation for early childhood development, the program significantly contributes to improving the overall developmental outcomes of infants and young children in rural communities.

"Build Dreams Space" Caring Program



The Company, in collaboration with the Ningde Municipal Committee of the Ningde Municipal Party Committee and Ningde Charity Federation, jointly launched the Ningde "Build Dreams Space" Caring Program. This program targets primary and junior high school students who are orphans or other disadvantaged youths. Allowing for the poor living conditions and imperfect learning and living facilities of the recipients, the Company has renovated and built the hope cottages, and organized long-term pairing assistance to explore the caring mode of both material help and spiritual care, and to offer targeted services for the healthy growth of needy teenagers. During the reporting period, the Company built 62 hope cottages and delivered them to 76 underprivileged students.

ESG Data Sheet and Notes

Governance

Data Coverage

The data on governance-related topics has been prepared on a consolidated basis. The scope of consolidation corresponds to CATL's Consolidated Financial Statements.

Economic Performance

Indicator	Unit	2022	2023	2024
Total asset	RMB 10 thousand	60,095,235.19	71,716,804.11	78,665,812.3
Revenue	RMB 10 thousand	32,859,398.75	40,091,704.49	36,201,255.4
Net profit	RMB 10 thousand	3,345,714.35	4,676,103.45	5,400,679.4
Net profit attributable to shareholders of listed companies	RMB 10 thousand	3,072,916.35	4,412,124.83	5,074,468.2
Basic earnings per share	RMB/share	7.18	10.06	11.58

Anti-bribery and Anti-corruption

Indicator	Unit	2022	2023	2024
Percentage of employees that have received training on anti- corruption	%	100	100	100
Percentage of management personnel that have received training on anti-corruption ¹	%	100	100	100
Percentage of non-independent directors that have received training on anti-corruption	%	100	100	100
Number of operation sites assessed for risks related to corruption	No.	1	1	5
Number of operation stations exposed to major corruption risk as determined by risk assessment	No.	0	0	0

¹During the reporting period, the Company further refined the data relating to the participation of employees in anti-corruption training into data relating to the participation of employees and management personnel in anti-corruption training in accordance with the requirements of the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange - Sustainability Report (For Trial Implementation).*

Operation

Data Coverage

Governance

The data on operation-related topics has been prepared on a consolidated basis. The scope of consolidation corresponds to CATL's Consolidated Financial Statements.

R&D innovation

Indicator	Unit	2022	2023	2024
R&D investment	RMB 10 thousand	1,551,045.35	1,835,610.84	1,860,675.6
R&D investment growth rate	%	101.66	18.35	1.37
Ratio of R&D investment to revenue	%	4.72	4.58	5.14
Total number of R&D personnel	Person	16,322	20,604	20,346
R&D personnel with doctoral degree	Person	264	361	573
R&D personnel with master's degree	Person	2,852	3,913	5,083

Supply Chain Management

Indicator	Unit	2022	2023	2024
Total number of suppliers ¹	No.	701	790	799
Chinese mainland	No.	678	754	775
Hong Kong (China), Macao (China), Taiwan (China)	No.	3	3	1
Overseas	No.	20	33	23
Number of newly admitted suppliers assessed with sustainability impact $^{\!\!\!\!\!\!\!\!\!\!}$	No.	145	104	92
Percentage of new suppliers screened using the sustainability dimensions ²	%	100	100	100
Total number of eliminated suppliers $^{\scriptscriptstyle 3}$	No.	/	15	83
Number of knowledge training on sustainable development of the supply chain	No.	51	90	92
Number of suppliers that have participated in the training	No.	36	60	139
Number of suppliers with on-site mineral due diligence audits conducted by third-party organizations	No.	57	70	74
Number of suppliers with due diligence audits initiated by the Company	No.	36	60	118

¹The total number of suppliers refers to the number of the Company's direct material suppliers. ^aThe "sustainability impact assessment" and "screen using the sustainability dimension" both cover the assessment of suppliers' sustainability performance from environmental and social dimensions. ³In 2024, the suppliers discontinued by the Company were primarily due to reasons such as non-compliance with procurement strategies and failure to meet qualification

requirements.

Governance

Customer Relationship Management

Indicator	Unit	2022	2023	2024
Satisfaction ratio in customer satisfaction survey	%	88	89	94
Number of complaints received about products and services	No.	419	706	575
Complaint settlement ratio	%	100	100	100

Intellectual Property Protection

Indicator	Unit	2022	2023	2024
Number of granted patents ¹	No.	6,583	9,987	16,145
Domestic	No.	5,518	8,137	12,834
Overseas	No.	1,065	1,850	3,311
Number of patents in application ¹	No.	10,054	19,500	27,209

¹The time scope for the statistics of "number of granted patents" and "number of patents in application" is as of the end of the reporting period.

Environment

Data Coverage

During the reporting period, based on the scope of the parent company and subsidiaries included in the Consolidated Financial Statements of the group, we identified companies with significant environmental impacts for statistical purposes. The scope of data statistics for Energy Utilization, Climate Actions, Water Resource Utilization, Emissions and Waste Management aligns with the scope of the companies identified above.

Energy Utilization

Indicator	Unit	2022	2023	2024
Basic Information on Energy Usage ¹				
Total energy consumption ²	MWh	9,555,593.31	10,524,882.70	18,302,906.69
Direct energy consumption ³	MWh	3,206,543.73	3,609,380.11	6,943,554.44
Indirect energy consumption ⁴	MWh	6,349,049.58	6,915,502.59	11,359,352.25
Energy use intensity ⁵	MWh/RMB 10 thousand	/	/	0.51

¹During this reporting period, the increment in basic energy usage data was primarily due to the expanded scope of data collection compared to 2023. The statistical scope has been extended from battery production bases to cover all subsidiaries under the group's consolidated financial statements that have significant environmental impacts. The newly-added companies are mainly from battery materials and recycling as well as mineral resources sectors.

²The calculations are based on the *General Principles for Comprehensive Energy Consumption Calculation* (GB/T 2589-2020), covering energy types such as coal, natural gas, gasoline, diesel, liquefied petroleum gas (LPG), acetylene, stearn, and electricity. During the reporting period, the Company internally reviewed and adjusted the energy data for 2022 and 2023.

³Direct energy includes natural gas, coal, gasoline, diesel, liquefied petroleum gas (LPG), and acetylene. The average lower heating value of natural gas and coal is calculated based on actual measurements from the thermal value reports of each base. The average lower heating value of gasoline, diesel, and LPG is referenced from the *General Principles for Comprehensive Energy Consumption Calculation* (GB/T 2589-2020). The heating value of acetylene is calculated by analogy with similar fuels.

⁴Indirect energy includes electricity and externally purchased steam. The enthalpy of steam is derived from actual measurements of equipment and facilities.

⁵Energy use intensity = Total energy consumption/Operating revenue.

Indicator	Unit	2024
Energy Usage By Energy Type		
Natural gas	MWh	4,643,142.52
Steam	MWh	894,695.44
Electricity	MWh	10,464,656.81
Coal	MWh	2,256,864.70
Other energy sources ¹	MWh	43,547.22

¹Other energy sources, including gasoline, diesel, liquefied petroleum gas (LPG), and acetylene, were disclosed collectively as their combined energy consumption accounts for less than 1% of the total.

Indicator	Unit	2024
Clean Energy Usage By Energy Type		
Clean energy consumption	MWh	9,100,943.20
Natural gas	MWh	4,643,142.52
Natural gas proportion	%	51.02
Wind energy	MWh	249,485.51
Wind energy proportion	%	2.74
Solar energy	MWh	792,711.91
Solar energy proportion	%	8.71
Hydropower	MWh	3,415,603.26
Hydropower proportion	%	37.53

Climate Actions

Indicator	Unit	2022	2023	2024
Total Emissions from Battery Production Bases				
Total greenhouse gas emissions ¹	tCO ₂ e	3,242,832.72	2,243,174.05	2,353,799.40
Total Scope 1 greenhouse gas emissions ²	tCO ₂ e	610,885.46	765,338.97	930,440.28
Cell	tCO ₂ e	598,143.04	711,518.63	872,291.80
Module	tCO ₂ e	850.75	9,248.88	1,968.17
Pack	tCO ₂ e	418.92	152.10	3,815.80
Others	tCO ₂ e	11,472.75	44,419.35	52,364.50
Total Scope 2 greenhouse gas emissions ²	tCO ₂ e	2,631,947.26	1,477,835.08	1,423,359.12
Cell	tCO ₂ e	2,240,065.78	1,239,440.72	1,255,434.02
Module	tCO ₂ e	109,787.25	49,984.61	19,924.76
Pack	tCO ₂ e	69,713.87	43,806.04	36,098.72

Emissions and Waste Management

Indicator	Unit	2022	2023	2024
Others	tCO ₂ e	212,380.36	144,603.70	111,901.62
Emission Intensity from Battery Production Bas	ses			
Greenhouse gas emission intensity ³	tCO ₂ e/MWh	9.98	5.77	4.56
Cell	tCO ₂ e/MWh	8.74	5.02	4.12
Module	tCO ₂ e/MWh	0.34	0.15	0.04
Pack	tCO ₂ e/MWh	0.22	0.11	0.08
Others	tCO ₂ e/MWh	0.69	0.49	0.32
Greenhouse gas emissions intensity year- on-year decrease ratio ⁴	%	28.61	42.18	20.97

¹The total GHG emission includes Scope 1 and Scope 2 GHG emissions. The calculations of Scope 1 and Scope 2 GHG emissions both refer to ISO 14064-1:2018 and the General Guideline of the Greenhouse Gas Emissions Accounting and Reporting for Industrial Enterprises (GB/T 32150-2015). The emissions data for 2022 and 2023 presented in this report have been revised after verification, resulting in variances from the figures previously reported in the ESG reports of those respective years.

²Scope 1 encompasses emissions arising from the consumption of fossil fuels, emissions generated during production processes, and fugitive emissions within the operational framework of the battery sector. The calculation methodology for fossil energy emission factors aligns with the 2006 IPCC Guidelines for National Greenhouse Gas Inventories. The calorific values of natural gas are determined through direct measurement of equipment and facilities, while the calorific values of other fossil fuels are sourced from the General Principles for the Calculation of Comprehensive Energy Consumption (GB/T 2589-2020). Scope 2 encompasses purchased electricity and steam consumption associated with battery product manufacturing processes. The electricity emission factor is sourced from the *Announcement on the Release of CO₂ Emission* Factors for Electricity in 2022 jointly issued by the Ministry of Ecology and Environment of the People's Republic of China and the National Bureau of Statistics. The calculation of the steam emission factor draws reference from the *Guidelines for Greenhouse Gas Emission Accounting and Reporting for Electronic Equipment Manufacturing* Enterprises (Trial). The value of steam enthalpy is obtained from the measured data of equipment and facilities, same as below.

³GHG emission intensity = total GHG emission/total output of cell products, same as below. During the reporting period, the decline of the GHG emission intensity mainly resulted from an increase in the proportion of zero-carbon electricity in the electricity mix and improved energy efficiency in production processes

⁴Decline ratio of GHG emission intensity = (1 - GHG emission intensity of this year/GHG emission intensity of previous year) ×100%.

Indicator	Unit	2024
Total Emissions from Group		
Total greenhouse gas emissions	tCO ₂ e	118,302,849.88
Scope 1 greenhouse gas emissions ¹	tCO ₂ e	2,401,702.32
Scope 2 greenhouse gas emissions	tCO ₂ e	3,550,150.78
Scope 3 greenhouse gas emissions ²	tCO ₂ e	112,350,996.78
Total Emissions Intensity from Group		
Scope 1 greenhouse gas emission intensity	tCO ₂ e/RMB million	6.63
Scope 2 greenhouse gas emission intensity	tCO ₂ e/RMB million	9.81
Scope 3 greenhouse gas emission intensity	tCO ₂ e/RMB million	310.35

¹Emission factors for coal and liquefied petroleum gas are from the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, while the emission factor for acetylene is calculated using the mass balance method. The GHG emission calculation methods for other energy types refer to those used in battery production facilities.

²Based on materiality assessment criteria, and considering the Company's industry characteristics, business relationships, data availability, and disclosure costs, the Company selects certain Scope 3 categories for accounting and disclosure.

Water Resource Utilization

Indicator	Unit	2022	2023	2024
Total water withdrawl ¹	m³	20,407,511.94	25,479,086.86	3,579,322,963.72

¹During this reporting period, the increment in water resource utilization data is primarily due to the expanded scope of data collection compared to 2023. The statistical scope has been extended from battery production bases to cover all subsidiaries under the group's consolidated financial statements that have significant environmental impacts. The newly-added companies are mainly from battery materials and recycling as well as mineral resources sectors.

Indicator	Unit	2022	2023	2024
Total Waste Water and Air Pollutant Discharge ¹				
Chemical oxygen demand (COD)	t	51.26	66.41	95.16
Ammoniacal nitrogen (NH ₃ -N)	t	4.63	4.86	15.49
Nitrogen oxides (NO _x)	t	223.16	217.83	2,841.70
Sulfur dioxide (SO ₂)	t	9.96	13.78	12,067.14
Volatile organic compounds (VOCs) ²	t	/	771.14	1,094.32
Solid Waste ¹				
Total general industrial solid waste	t	698,292	720,441	10,035,807
General industrial solid waste disposed	t	90,648	81,523	9,180,825
Burning (with energy recovery)	t	88,563	78,033	19,182
Burning (w/o energy recovery)	t	1,212	2,575	113,143
Landfill	t	873	915	9,048,500
Total recycled general industrial solid waste	t	607,643	638,918	854,982
Reuse ³	t	352,932	368,679	413,957
Recycling ⁴	t	101,124	82,593	216,349
Recovered in other ways (excluding reusing or recycling) ⁵	t	153,587	187,646	224,676
Total hazardous waste	t	12,109	13,947	17,121
Hazardous waste disposed	t	11,297	12,311	15,659
Burning (with energy recovery)	t	10	487	4,220
Burning (w/o energy recovery)	t	8,707	10,320	7,007
Landfill	t	2,511	1,385	3,832
Others	t	69	119	600
Total hazardous wastes reused and recycled	t	812	1,636	1,462
Reuse ³	t	0	148	97
Recycling ⁴	t	797	1,415	664
Recovered in other ways (excluding reusing or recycling) ⁵	t	15	73	701

¹During this reporting period, the increase in emissions and waste management data is primarily due to the expanded scope of data collection compared to 2023. The statistical scope has been extended to cover all subsidiaries under the group's consolidated financial statements that have significant environmental impacts, from battery production bases, wholly-owned subsidiaries in battery materials, and key units under environmental supervision by local ecological and environmental authorities. The newlyadded companies are mainly from battery materials and recycling as well as mineral resources sectors. ²The total VOC emission is calculated based on the material balance method. The data covers the process production process, excluding auxiliary processes.

³This refers to the total quantity of the waste, the part or component of which can be reused for the original purpose after check, cleaning or repair. General industrial solid waste refers to the quantity of reused NMP waste and the cascading utilization of waste batteries. Hazardous waste part comprises the volume of recycled regenerated waste activated carbon, among others.

⁴This refers to the total quantity of the waste, the part or component of which can be reprocessed to produce new materials. General industrial solid waste encompasses the volume of recycled copper foil scrap, aluminum foil scrap, waste graphite, waste paper, waste plastics, wood scrap, and other metal waste. Hazardous waste part includes the quantity of recycled waste mineral oil drums, scrap metals contaminated with cutting fluid, and mineral oil. ⁵This refers to the guantity of the waste recovered and utilized as resources after the change of purpose (such as utilizing the used waste in other methods).

Contemporary Amperex Technology Co., Limited

Overview of CATL

Society

Data Coverage

The data scope for social-related topics (excluding Talent Training and Development and Occupational Health and Safety) is consistent with the scope of the Company's consolidated financial statements. The scope for Occupational Health and Safety data covers companies within the consolidated financial statements that have material environmental impacts. The scope for Talent Training and Development data includes all companies and subsidiaries engaged in battery production, as well as all wholly owned subsidiaries engaged in material production.

Employees' Rights and Benefits

Indicator	Unit	2022	2023	2024
Employee Structure				
Total number of employees	Person	118,914	116,055	131,988
By gender ¹				
Female	%	23.49	23.26	22.22
Male	%	75.95	75.68	76.61
By age ¹				
Under 30 years old	%	49.96	45.52	44.95
30 to 50 years old	%	49.19	52.94	53.44
Over 50 years old	%	0.30	0.43	0.44
By academic qualifications ¹				
Percentage of employees with doctoral degrees	%	0.24	0.34	0.47
Percentage of employees with master's degrees	%	3.70	5.15	6.07
Percentage of employees with bachelor's degrees	%	16.74	18.84	19.92
Percentage of employees below bachelor's degrees	%	78.77	74.61	73.53
Employee Support				
Used times of mutual aid fund	Time	164	235	287
Used amount of mutual aid fund	RMB 10 thousand	198.95	275.88	360.55
Employees' Parental Leave				
Total number of employees that took parental leave	Person	2,502	10,186	10,729
Female	Person	848	2,859	2,659
Male	Person	1,654	7,327	8,070
Total number of employees that returned to work after parental leave during the reporting period	Person	2,418	10,154	9,657
Female	Person	811	2,850	2,295
Male	Person	1,607	7,304	7,362
Total number of employees that returned to work after parental leave that were still employed 12 months after their return to work	Person	/	5,294	7,832
Female	Person	/	1,670	2,072
Male	Person	/	3,624	5,760

¹Certain employee information regarding gender, age, and academic qualifications is confidential in accordance with GDPR regulations and cannot be disclosed here. Consequently, the total proportions of employees divided by gender, age, and academic qualifications may not sum up to 100%, same as below.

Equity and Diversity

Indicator	Unit	2022	2023	2024
Diversity of Management				
By gender				
Female	%	16.67	18.43	19.55
Male	%	82.06	79.96	79.52
By age				
Under 30 years old	%	35.47	33.88	33.39
30 to 50 years old	%	62.51	63.67	64.82
Over 50 years old	%	0.76	0.82	0.86
Diversity of New Employees				
By gender				
Female	%	23.45	22.01	18.87
Male	%	75.88	75.62	79.65
By age				
Under 30 years old	%	56.74	59.73	64.57
30 to 50 years old	%	42.48	37.61	33.83
Over 50 years old	%	0.11	0.20	0.12
Diversity of Department Employees				
Percentage of female employees in revenue-generating departments $^{\rm 1}$	%	16.15	16.56	21.80
Percentage of female employees engaged in STEM-related jobs ²	%	16.76	17.05	18.80

¹The "revenue-generating department" refers to the department that increases the Company's operating income, distinguished from human resources, IT and other administration departments. The data this year mainly covers the sales personnel. ²*STEM-related jobs* refer to jobs related to science, technology, engineering and mathematics. The data this year mainly covers the Company's technicians.

Talent Training and Development

Indicator	Unit	2022	2023	2024
Employee Training				
Employee training coverage	%	99.80	99.80	100
By gender ¹				
Female	%	99.84	99.66	100
Male	%	99.77	99.82	100

Occupational Health and Safety

Indicator	Unit	2022	2023	2024
By rank ¹				
Front-line employee	%	99.90	100	100
Front-line management	%	99.75	99.87	100
Middle management	%	97.76	99.44	100
Senior management	%	67.05	98.77	100
Duration of employee training				
Average training hours received by employees	Hour	51.50	55.50	57.57
By gender ²				
Female	Hour	50.20	55.05	58.59
Male	Hour	51.90	55.59	57.27
By age ²				
Under 30 years old	Hour	59.20	52.60	49.64
30 to 50 years old	Hour	43.30	58.01	66.19
Over 50 years old	Hour	30.10	48.13	70.37
By rank ²				
Front-line employee	Hour	51.30	51.69	53.61
Front-line management	Hour	78.40	72.63	76.40
Middle management	Hour	35.80	55.15	44.08
Senior management	Hour	8.10	23.06	8.97
Employee Performance Assessment				
Percentage of employees receiving regular performance and career development review	%	100	100	100
By gender ³				
Female	%	100	100	100
Male	%	100	100	100
By rank ³				
Front-line employee	%	100	100	100
Front-line management	%	100	100	100
Middle management	%	100	100	100
Senior management	%	100	100	100

¹The training coverage of employees divided by gender and rank = Number of employees in this category accepting training/number of employees in this category × 100%, same as below.

²The average duration of training for employees divided by gender, age and rank = Duration of the training for employees in this category/number of employees in this category, same as below.

³The proportion of the employees that accepted regular performance and career development assessment divided by gender and rank = Number of employees that accepted regular performance and career development assessment in this category/number of employees in this category × 100%, same as below.

Indicator	Unit	2022	2023	2024
Number of major safety accidents and environmental pollution events	No.	0	0	0
Number of safety drill activities	Time	4,652	8,293	15,462
Coverage of employee health and safety training	%	100	100	100
Employee lost-time incident rate ¹	Case (s)/million hours	0.04	0.072	0.124

¹During this reporting period, the increase in the Lost-Time Incident Rate (LTIR) is primarily due to the expanded scope of data collection compared to 2023. The statistical scope has been extended to cover all subsidiaries under the group's consolidated financial statements that have significant environmental impacts, from battery production bases, wholly-owned subsidiaries in battery materials, and key units under environmental supervision. The newly-added companies mainly come from battery materials and recycling as well as mineral resources sectors, whose industry characteristics and management practices differ from those of battery production bases.

Public Welfare and Rural Revitalization

Indicator	Unit	2022	2023	2024
Total investment in social public welfare	RMB 10 thousand	17,648.53	16,940.24	23,758.45
Charitable donation amount ¹	RMB 10 thousand	17,446.36	15,081.50	22,624.58
Rural revitalization investment	RMB 10 thousand	159.20	3,730.77	2,205.00
Investment in social public welfare by sector				
Education assistance ²	RMB 10 thousand	11,533.39	2,167.16	21,217.54
Emergency rescue & disaster relief	RMB 10 thousand	5,581.04	550.00	152.28
Community development	RMB 10 thousand	294.10	3,936.58	2,233.22
Environmental protection	RMB 10 thousand	140.00	286.00	49.55
Cultural and sports undertakings	RMB 10 thousand	100.00	0.50	48.12
Healthcare	RMB 10 thousand	/	/	7.74
Special-purpose funds	RMB 10 thousand	/	10,000.00	50.00

¹The data covers the charitable donation with the donation note produced by the finance department. ²In 2024, the Company made significant contributions in the field of educational assistance, primarily including donations to charitable organizations such as the Ningde Charity Federation and the Jiaocheng District Charity Federation in Ningde. These funds were explicitly allocated to support the operations of Beijing Normal University and Ningde Experimental School of Beijing Normal University.

Contemporary Amperex Technology Co., Limited Overview of CATL

Environment

Benchmarking Index

Benchmarking Index for the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange–Sustainability Report (For Trial Implementation)*

Disclosure Requirement	Article	Section
Cł	apter III Environmental Information Disclo	sure
	Article 20	Climate Actions
	Article 21	Climate Actions
	Article 22	Climate Actions
	Article 23	Climate Actions
Section 1 Climate Actions	Article 24	Climate Actions
	Article 25	Climate Actions
	Article 26	Climate Actions
	Article 27	Climate Actions
	Article 28	Climate Actions
	Article 29	Emissions and Waste Management Ecosystem and Biodiversity Conservation Environmental Compliance Management
Section 2 Pollution Prevention and	Article 30	Emissions and Waste Management
Ecosystem Protection	Article 31	Emissions and Waste Management
	Article 32	Ecosystem and Biodiversity Conservation
	Article 33	Environmental Compliance Management
	Article 34	Energy Utilization Water Resource Utilization Circular Economy
Economy	Article 35	Energy Utilization
	Article 36	Water Resource Utilization
	Article 37	Circular Economy
	Chapter IV Social Information Disclosure	
Section 1 Rural Revitalization and Social	Article 38	Rural Revitalization Charity and Volunteer Services Community Communication and Development
Contribution	Article 39	Rural Revitalization
	Article 40	Charity and Volunteer Services Community Communication and Development

Disclosure Requirement	Article	Section
	Article 41	R&D Innovation
Section 2 Innovation Drive and Ethics in	Article 42	R&D Innovation
Science and rechnology	Article 43	R&D Innovation
	Article 44	Supply Chain Management Product Quality and Safety Customer Relationship Management Information Security and Privacy Protect
	Article 45	Supply Chain Management
Section 3 Suppliers and Customers	Article 46	The balance of the Company's accounts payable (including bills payable) and the number of overdue payments as at the end of the reporting period are detailed in the 2024 Annual Report of Contemporar Amperex Technology Co., Limited.
	Article 47	Product Quality and Safety Customer Relationship Management
	Article 48	Information Security and Privacy Protect
	Article 49	Employees' Rights and Benefits Equity and Diversity Talent Training and Development Occupational Health and Safety
Section 4 Employee	Article 50	Employees' Rights and Benefits Equity and Diversity Talent Training and Development Occupational Health and Safety
Chapter V Dis	closure of Governance Information Rela	ted to Sustainability
Section 1 Sustainability-related	Article 51	Risk Management and Internal Control Supply Chain Management Communication with Stakeholders
Governance Mechanisms	Article 52	Risk Management and Internal Control Supply Chain Management
	Article 53	Communication with Stakeholders
	Article 54	Anti-bribery and Anti-corruption Fair Competition
Section 2 Business Conducts	Article 55	Anti-bribery and Anti-corruption
	Article 56	Fair Competition
	Topics Subject to Self-disclosure	
Intelligent Manufacturing and Lean Management		Intelligent Manufacturing and Lean Management
Industrial Cooperation and Development		Industrial Cooperation and Development
Intellectual Property Protection		Intellectual Property Protection
Corporate Governance		Corporate Governance
Investor Protection		Investor Protection

Environment

Benchmarking Index for the Self-regulatory Guidelines No.2 for the Companies Listed on the Shenzhen Stock Exchange – the Standardized Operation of Companies Listed on the ChiNext Market (Revised in December 2023)

	Clause and Disclosure	Section			
9.1 Overview		Sustainable Development Philosophy			
9.2 Business Principles		Fair Competition Anti-bribery and Anti-corruption Intellectual Property Protection Customer Relationship Management			
9.3 Strategic Planning and	d Working Mechanisms for Social Responsibility	Sustainable Development Philosophy Sustainability Management Structure			
9.4: (l)	Social responsibility system establishment	Sustainable Development Philosophy Product Quality and Safety			
9.4: (II)	Deficiencies and problems in the fulfillment of social responsibility	Environmental Compliance Management Employees' Rights and Benefits Occupational Health and Safety Community Communication and Development			
9.4: (III)	Improvement actions and specific timelines	Rural Revitalization Benchmarking Index			
9.5 Returns to Shareholde	ers	Investor Protection			
9.6 Financial Soundness		Investor Protection Risk Management and Internal Control ESG Data Sheet and Notes			
9.7 Protection of Employe	ee Rights and Interests	Employees' Rights and Benefits			
9.8: (I)	Compliance with environmental protection laws and regulations and industry standards	Environmental Compliance Management			
9.8: (II)	Environmental protection plan	Environmental Compliance Management Energy Utilization			
9.8: (III)	Natural resource use	Water Resource Utilization			
9.8: (IV)	Pollutant disposal				
9.8: (V)	Pollution prevention and control facility	Environmental Compliance Management			
9.8: (VI)	Payment of taxes and fees related to environmental protection	Emissions and Waste Management			
9.8: (VII)	Supply chain environmental security	Supply Chain Management			
9.8: (VIII)	Other environmental protection responsibilities	Climate Actions Environmental Compliance Management Energy Utilization Water Resource Utilization Circular Economy Emissions and Waste Management			

	Clause and Disclosure	Section		
9.9: (I)	Policies, objectives and results of environment protection	Environmental Compliance Management Emissions and Waste Management ESG Data Sheet and Notes		
9.9: (II)	Total annual resource consumption	ESG Data Sheet and Notes		
9.9: (III)	Environmental investment and environmental technology development	Environmental Compliance Management		
9.9: (IV)	Management of pollutant discharges	Emissions and Waste Management Appendix IV: 2024 Emissions and Ecological Permits of Key Entities Under Environmental Supervision		
9.9: (V)	Construction and operation of environmental protection facilities	Environmental Compliance Management Emissions and Waste Management		
9.9: (VI)	Waste treatment, disposal, recycling and comprehensive utilization of waste products	Emissions and Waste Management		
9.9: (VII)	Voluntary agreements with environmental authorities	Not applicable		
9.9: (VIII)	Rewards from environmental authorities			
9.9: (IX)	Other voluntary disclosures	Climate Actions Circular Economy Energy Utilization Water Resource Utilization Environmental Compliance Management Emissions and Waste Management Ecosystem and Biodiversity Conservation ESG Data Sheet and Notes		
9.10 Implementatio	on of Environmental Protection Policies	Environmental Compliance Management		
9.11 Disclosure of F	Environmental Information	Emissions and Waste Management Appendix IV: 2024 Emissions and Ecological Permits of Key Entities Under Environmental Supervision ESG Data Sheet and Notes		
9.12: (I)	Product safety laws and regulations and industry standards			
9.12: (II)	Production environment and production process	- Draduat Quality and Cafety		
9.12: (III)	Product quality and safety guarantee mechanism and contingency plans	- Product Quality and Safety		
9.12: (IV)	Other production and product safety responsibilities			
9.13: (I)	Employee management system and measures for violations	Employees' Rights and Benefits		
9.13: (II)	Prevention of occupational hazards and supporting safety measures	Occupational Health and Safety		
9.13: (III)	Employee training	Talent Training and Development		
9.13: (IV)	Other responsibilities for protecting employees' rights and interests	Employees' Rights and Benefits Equity and Diversity Talent Training and Development Occupational Health and Safety		
9.14 Science Ethics	8	R&D Innovation		
9.15 Supervision ar	nd Monitoring	Communication with Stakeholders		

Benchmarking Index for Appendix I Disclosure Requirements for the Social Responsibility Report of Listed Companies of the Self-Regulatory Guidelines No. 1 for Companies Listed on the ChiNext Market of Shenzhen Stock Exchange - Business Processing (Revised in 2024)

Description		Section	
I. Overview		Sustainable Development Philosophy	
II. Implementation of Social Responsibility	1. Protection of Rights and Interests of Shareholders and Creditors	Corporate Governance Investor Protection	
	2. Protection of Rights and Interests of Employees	Employees' Rights and Benefits Equity and Diversity Talent Training and Development Occupational Health and Safety	
	3. Protection of Rights of and Interests of Suppliers, Customers and Consumers	Anti-bribery and Anti-corruption Supply Chain Management Product Quality and Safety Customer Relationship Management	
	4. Environmental Protection and Sustainability	Environmental Compliance Management Energy Utilization Emissions and Waste Management ESG Data Sheet and Notes - Environment Appendix III: Key Pollutant-discharging Entities in 2024 and Ecological and Environmental Permit Information	
	5. Public Relations and Social Welfare	Charity and Volunteer Services Community Communication and Development Rural Revitalization	
III. Problems and Rectification Responsibility	Plans in the Company's Fulfillment of Social	The Company has been assessed as having no significant problems in fulfilling its social responsibilities.	
IV. Industry-specific Disclosure Requirements		The Company's main business does not apply to industry-specific disclosure requirements, some of which involve mining subsidiaries, with corresponding disclosures detailed in: Environmental Compliance Management Emissions and Waste Management Occupational Health and Safety	
V. The Company's Work Plan in the Fulfillment of Social Responsibility		Sustainable Development Philosophy Assessment and Management of Material Topics	

GRI Content Index

Oth

CATL prepared the report in ad
December 31, 2024.
GRI 1: Foundation 2021
No Sector Standard(s) applica

GRI Standard/ Other Sources	Disclosure	Locati
General Disclosu	res	
	2-1 Organizational details	Overview of CATL
	2-2 Entities included in the organization's sustainability reporting	Report Preparation Instru
	2-3 Reporting period, frequency and contact point	Report Preparation Instru
	2-4 Restatements of information	ESG Data Sheet and Note
	2-5 External assurance	Assurance Statement
	2-6 Activities, value chain and other business relationships	Overview of CATL Supply Chain Manageme Product Quality and Safe Customer Relationship M Report Preparation Instru
	2-7 Employees	ESG Data Sheet and Note
	2-8 Workers who are not employees	ESG Data Sheet and Note
	2-9 Governance structure and composition	Corporate Governance Sustainability Manageme
GRI 2: General Disclosures	2-10 Nomination and selection of the highest governance body	Corporate Governance
2021	2-11 Chair of the highest governance body	Corporate Governance (S 2024 Annual Report of Co Amperex Technology Co.,
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Sustainable Developmen Assessment and Manage Topics Communication with Sta
	2-13 Delegation of responsibility for managing impacts	Corporate Governance Sustainability Manageme
	2-14 Role of the highest governance body in sustainability reporting	Report Preparation Instru Sustainability Manageme Assessment and Manage Topics
	2-15 Conflicts of interest	Corporate Governance (S 2024 Annual Report of Co Amperex Technology Co., Anti-bribery and Anti-corr
	2-16 Communication of critical concerns	Sustainability Manageme Assessment and Manage Topics

accordance with the GRI standards for the period from January 1 to

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	Omission				
tion	Requirement(s) omitted	Reason	Explanation		
ructions					
ructions	Not applicable to	"omission"			
tes	-				
ent ety Management uctions					
tes					
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ent Structure					
See details in the Contemporary 2., Limited)					
nt Philosophy gement of Material					
akeholders					
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See details in the Contemporary D., Limited) rruption					
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Contemporary Amperex Technology Co., Limited	Overview of CATL	Sustainable Development Governance	Operation	Governance	Environment	Society	2024 Environmental, Social and Governance (ESG) Report

GRI Standard/			Omission		
Other Sources	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
	2-17 Collective knowledge of the highest governance body	Sustainable Development Philosophy			
	2-18 Evaluation of the performance of the highest governing body	Corporate Governance			
	2-19 Remuneration policies	Corporate Governance Sustainability Management Structure			
	2-20 Process to determine remuneration	Corporate Governance			
	2-21 Annual total compensation ratio	Omitted	2-21-a 2-21-b 2-21-c	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality
	2-22 Statement on sustainable development strategy	Message from the CEO Sustainable Development Philosophy			
GRI 2: General Disclosures	2-23 Policy commitments	Anti-bribery and Anti-corruption Supply Chain Management Communication with Stakeholders Employees' Rights and Benefits			
2021	2-24 Embedding policy commitments	Anti-bribery and Anti-corruption Supply Chain Management			
	2-25 Processes to remediate negative impacts	Risk Management and Internal Control Customer Relationship Management Anti-bribery and Anti-corruption			
	2-26 Mechanisms for seeking advice and raising concerns	Anti-bribery and Anti-corruption			
	2-27 Compliance with laws and regulations	See details in topic management sections of the Report			
	2-28 Membership associations	Anti-bribery and Anti-corruption Industrial Cooperation and Development			
	2-29 Approach to stakeholder engagement	Assessment and Management of Material Topics Communication with Stakeholders			
	2-30 Collective bargaining agreements	Omitted	2-30-a 2-30-b	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality
Material Topics					
GRI 3: Material	3-1 Process to determine material topics	Assessment and Management of Material Topics	– Not applicable to "omission"		
Topics 2021	3-2 List of material topics	Assessment and Management of Material Topics			
Economic Perfor	mance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Management of Material Topics Investor Protection Climate Actions Employees' Rights and Benefits			

GRI Standard/ Other Sources	Disclosure	Locat		
	201-1 Direct economic value generated and distributed	Investor Protection ESG Data Sheet and Not		
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Actions Assessment and Manag Topics		
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	Employees' Rights and E		
	201-4 Financial assistance received from government	Omitted		
Indirect Economi	ic Impacts			
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Manag Topics Charity and Volunteer Se Community Communica Development Rural Revitalization		
GRI 203: Indirect	203-1 Infrastructure investments and services supported	Charity and Volunteer Se Community Communica Development Rural Revitalization		
Economic Impacts 2016	203-2 Significant indirect economic impacts	Public Welfare & Charity Community Communica Development Rural Revitalization		
Procurement Pra	ictice	1		
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Manag Topics Supply Chain Managem		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Omitted		
Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Manag Topics Anti-bribery and Anti-cor		
	205-1 Operations assessed for risks related to corruption	Anti-bribery and Anti-cor ESG Data Sheet and Not		
GRI 205: Anti-	205-2 Communication and training about anti-corruption policies and procedures	Anti-bribery and Anti-cor ESG Data Sheet and Not		
2016	205-3 Confirmed incidents of corruption and actions taken	Anti-bribery and Anti-cor		
Anti-competitive	Behavior			
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Manag Topics		

	Omission					
tion	Requirement(s) omitted	Reason	Explanation			
tes						
gement of Material						
Benefits	201-3-a 201-3-b 201-3-c 201-3-d	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality			
	201-4-a 201-4-b 201-4-c	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality			
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	204-1-a 204-1-b 204-1-c	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality			
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rruption	205-3-с	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality			
gement of Material						

GRI Standard/	Divil		Omission		
Other Sources	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
GRI 206: Anti- competitive Behavior 2016	206-1 Legal actions for anti- competitive behavior, anti-trust, and monopoly practices	Omitted	206-1-a 206-1-b	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Management of Material Topics Circular Economy			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Omitted	301-1-a	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality
	301-2 Recycled input materials used	Omitted	301-2-a	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality
	301-3 Reclaimed products and their packaging materials	Omitted	301-3-a 301-3-b	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Management of Material Topics Energy Utilization			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Utilization ESG Data Sheet and Notes During the reporting period, the Company did not use fuels from renewable energy sources and did not engage in the sale of energy from internal sources			
	302-2 Energy consumption outside of the organization	Omitted	302-2-a 302-2-b 302-2-c	Missing information	It is difficult for the Company to account for actual external energy consumption due to numerous business relationships and value chai links involved
	302-3 Energy intensity	ESG Data Sheet and Notes			
	302-4 Reduction of energy consumption	Energy Utilization ESG Data Sheet and Notes The decline in energy consumption is calculated based on the energy consumption level before implementing the energy conservation and efficiency program, and the annual comprehensive energy consumption savings are calculated according to the <i>General Rules for the Calculation of Comprehensive Energy Consumption</i> (GB/T 2589- 2020)			
	302-5 Reductions in energy requirements of products and services	R&D Innovation			

GRI Standard/			Omission		
Other Sources	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
Water and Efflue	nts				
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Management of Material Topics Water Resource Utilization Emissions and Waste Management			
	303-1 Interactions with water as a shared resource	Water Resource Utilization Emissions and Waste Management Neither the Company nor any of its key organizations in the value chain are involved in significant impacts on water resources, and it did not partner with suppliers, customers, etc. to manage water-related impacts and did not set publicly available water-related targets			
	303-2 Management of water discharge-related impacts	Emissions and Waste Management			
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	ESG Data Sheet and Notes	303-3-a 303-3-b 303-3-c	Incomplete information	The Company currently counts the total amount of water withdrawn, which is not quantified by source/ freshwater or other water, and in areas under water stress
	303-4 Water discharge	Omitted	303-4-a 303-4-b 303-4-c 303-4-d	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality
	303-5 Water consumption	The Company did not see any impact on water resources, directly or indirectly, caused by changes in water storage.	303-5-a 303-4-b 303-5-d	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Management of Material Topics Ecosystem and Biodiversity Conservation			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Ecosystem and Biodiversity Conservation			
	304-2 Significant impacts of activities, products and services on biodiversity	Ecosystem and Biodiversity Conservation The Company's activities, products and services did not have a significant impact on biodiversity during the reporting period			
	304-3 Habitats protected or restored	Ecosystem and Biodiversity Conservation			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Omitted	304-4-a	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality

GRI Standard/		Omission			
Other Sources	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Management of Material Topics Climate Actions Emissions and Waste Management			
	305-1 Direct (Scope 1) GHG emissions	ESG Data Sheet and Notes The Company had no emissions of CO ₂ from biogenic sources during the reporting period; The Company tentatively set the data after third-party verification in 2021 as the baseline year emission data, and had no significant changes beyond the baseline year recalculation threshold during the reporting period; The Company accounts for all production entities and subsidiaries within the scope of all consolidated financial statements based on the operational control method.			
	305-2 Energy indirect (Scope 2) GHG emissions	ESG Data Sheet and Notes Information on biogenic emissions, baseline year, consolidation methodology, etc. is the same as for 305-1			
	305-3 Other indirect (Scope 3) GHG emissions	ESG Data Sheet and Notes Information on biogenic emissions, baseline year, consolidation methodology, etc. is the same as for 305-1			
GRI 305:	305-4 GHG emission intensity	ESG Data Sheet and Notes			
Emissions 2016	305-5 Reduction of GHG emissions	Climate Actions ESG Data Sheet and Notes The Company included CO2 in calculating cumulative emission reductions from energy efficiency projects this year, which involved the calculation of Scope 1 and Scope 2 emission reductions; the above calculation refers to the <i>General Guideline of the</i> <i>Greenhouse Gas Emissions Accounting and</i> <i>Reporting for Industrial Enterprises (GB/T</i> 32150-2015) and the Accounting Method and <i>Reporting Guidelines for Greenhouse Gas</i> <i>Emissions of Enterprises – Power Generation</i> <i>Facilities (Exposure Draft) (2022)</i>			
	305-6 Emission of ozone- depleting substances (ODS)	Omitted	305-6-a 305-6-b 305-6-c 305-6-d	Not applicable	During the reporting period, the Company had no significant emissions of ODS such as related refrigerants, and therefore the emission was not quantified.

GRI Standard/ Other Sources	Disclosure	Locatio		
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Emissions and Waste Mai ESG Data Sheet and Note: The Company refers to the Standard of Pollutants for (GB 30484-2013) and oth and industry standards fo of significant gas emissio calculates the environmer measured by the Compan		
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Manager Topics Emissions and Waste Mar		
	306-1 Waste generation and significant waste-related impacts	Emissions and Waste Mar During the reporting perior ensured compliant dispos industrial solid waste and by engaging qualified insti evaluation, it was determi Company's inputs, activitie did not result in or pose pe environmental and social waste generated by the Co diligently collected and so transportation and dispos associated impacts.		
001206	306-2 Management of significant waste-related impacts	Emissions and Waste Mar Circular Economy		
Waste 2020	306-3 Waste generated	ESG Data Sheet and Notes		
	306-4 Waste diverted from disposal	ESG Data Sheet and Note: Based on the actual waste disposal practices within t "general industrial solid with hazardous waste, while "h pertains to waste possess characteristics outlined in <i>Basel Convention</i> . The Co include in the quantification waste of a small percental impact. The same below		
	306-5 Waste directed to disposal	ESG Data Sheet and Notes The Company engages a dispose of off-site waste of		
Supplier environ	mental assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Manager Topics Supply Chain Managemer		
GRI 308: Supplier	308-1 New suppliers that were screened using environmental criteria	ESG Data Sheet and Notes		
Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Managemer ESG Data Sheet and Note:		

	Omission				
tion	Requirement(s) omitted	Reason	Explanation		
Management tes the <i>Emission</i> <i>for Battery Industry</i> ther national, local, for the quantification sions, and directly iental values any					
rement of Material					
lanagement					
fanagement riod, the Company osal of both general dhazardous waste stitutions. Upon nined that the tities, and outputs potential direct al impacts. Domestic Company was sorted for centralized osal, with no					
lanagement					
tes					
tes ste generation and n the Company, waste" refers to non- "hazardous waste" essing any of the sin Annex III of the Company did not tion of domestic tage and no material v					
tes a third party to e directed to disposal.					
gement of Material lent					
tes					
ient tes	308-2-b 308-2-c 308-2-d	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality		
GRI Standard/	Divit	Location	Omission		
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Other Sources	Disclosure		Requirement(s) omitted	Reason	Explanation
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Management of Material Topics Employees' Rights and Benefits Equity and Diversity Talent Training and Development			
GRI 401:	401-1 New employee hires and employee turnover	ESG Data Sheet and Notes	401-1-b	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality
Employment 2016	401-2 Benefits provided to full- time employees that are not provided to temporary or part- time employees	Employees' Rights and Benefits			
	401-3 Parental leave	Employees' Rights and Benefits ESG Data Sheet and Notes			
Labor/managem	ent relations				
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Management of Material Topics Employees' Rights and Benefits			
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Omitted	402-1-a 402-1-b	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality
Occupational He	alth and Safety			·	
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Management of Material Topics Occupational Health and Safety			
	403-1 Occupational health and safety management system	Occupational Health and Safety			
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety			
	403-3 Occupational health services	Occupational Health and Safety			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Equity and Diversity Occupational Health and Safety			
GRI 403:	403-5 Worker training on occupational health and safety	Occupational Health and Safety			
Occupational Health and	403-6 Promotion of worker health	Employees' Rights and Benefits Occupational Health and Safety			
Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety			
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety			
	403-9 Work-related injuries	Occupational Health and Safety ESG Data Sheet and Notes	403-9-a-i/ii/iv/v 403-9-c	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality

GRI Standard/ Other Sources	Disclosure	Locat
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	Occupational Health and
Training and Edu	cation	·
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Manag Topics Talent Training and Deve
	404-1 Average hours of training per year per employee	ESG Data Sheet and Not
GRI 404: Training and Education	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Training and Deve
2016	404-3 Percentage of employees receiving regular performance and career development reviews	ESG Data Sheet and Not
Equity and Divers	sity	-
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Manag Topics Equity and Diversity
GRI 405:	405-1 Diversity of governance bodies and employees	ESG Data Sheet and Not
Diversity and equal opportunities 2016	405-2 Ratio of basic salary and remuneration of women to men	Omitted
Non-discriminati	on	
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Manag Topics Equity and Diversity
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Equity and Diversity
Child Labor		·
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Manag Topics Employees' Rights and E
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Employees' Rights and E Supply Chain Manageme
Forced or Compu	Ilsory Labor	
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Manag Topics Employees' Rights and E
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Employees' Rights and E Supply Chain Manageme

	Omission			
ocation	Requirement(s) omitted	Reason	Explanation	
h and Safety	403-10-a 403-10-b 403-10-d 403-10-e	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality	
anagement of Material				
Development				
d Notes				
Development				
d Notes				
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anagement of Material				
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405-2-a 405-2-b	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality

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Appendix

Appendix I: Standards Glossary Index

To help stakeholders better understand the disclosures in the report, the English abbreviation of the glossary appearing in the report in alphabetical order is explained in the following table.

English abbreviation	
А	
ACEA	Association des Constructeurs Europée
ACOD	Automotive Cluster Ostdeutschland
AI	Artificial Intelligence
APQP	Advanced Product Quality Planning
APS	Announced Pledges Scenario
В	
B2G	Battery to Grid
BIPV	Building-Integrated Photovoltaics
BMS	Battery Management System
BTM	Behind-The-Meter
С	
C.A.R.E.	Cohesion, Action, Respect & Empathy
CAHRA	Conflict-Affected and High-Risk Areas
CCAM	CEIBS-CATL Advanced Management
CCEMBA	CEIBS-CATL EMBA
CCRC	China Cybersecurity Review Technology
CFMS	CATL Facility Management System
CNAS	China National Accreditation Service for
COC	Code of Conduct Committee
COD	Chemical Oxygen Demand
COE	Center of Expertise
CREDIT	Carbon Footprint, Recycling, Energy, Due
CSMC	Corporate Sustainability Management C
CTEM	Continuous Threat Exposure Manageme
CTP	Cell To Pack
CTC	Cell to Chassis
D	
DT	Delayed Transition
E	
EAP	Employee Assistance Program
EHS	Environment, Health & Safety

CPI Standard/			Omission		
Other Sources	r Sources Disclosure Location		Requirement(s) omitted	Reason	Explanation
Local Communiti	es				
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Management of Material Topics Charity and Volunteer Services Community Communication and Development Environmental Compliance Management Emissions and Waste Management			
	413-1 Operations with local community engagement, impact assessments, and development programs	Community Communication and Development Environmental Compliance Management			
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Environmental Compliance Management During the reporting period, all ongoing projects at CATL complied with environmental impact assessment system requirements and environmental protection administrative licensing, without operations with significant actual or potential negative impacts on local communities.			
Supplier Social A	ssessment		-		
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Management of Material Topics Supply Chain Management			
GRI 414:	414-1 New suppliers that were screened using social criteria	ESG Data Sheet and Notes			
Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management ESG Data Sheet and Notes	414-2-b 414-2-c 414-2-d	Confidentiality limitations	No disclosure to the public for the time being due to the need for information confidentiality
Customer Health	and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Management of Material Topics Product Quality and Safety			
GRI 416: Customer	416-1 Assessment of the health and safety impacts of product and service categories	The Company has comprehensive product inspection capabilities and conducts preventive inspections at every stage to ensure product quality and detect potential issues proactively.			
Health and Safety 2016	416-2 Incidents of non- compliance concerning the health and safety impacts of products and services	Product Quality and Safety			
Customer privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Assessment and Management of Material Topics Information Security and Privacy Protection			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security and Privacy Protection			

Definitions
ens d'Automobiles
y and Certification Center
r Conformity Assessment
e Diligence, Innovation & Transparency
Committee
ent

Environment

English abbreviation	Definitions
ENCORE	Explore Natural Capital Opportunities, Risks, and Exposures
EPD	Environmental Product Declaration
ESG	Environmental, Social and Governance
EU Battery Regula- tion 2023/1542	Regulation (EU) 2023/1542 of the European Parliament and of the Council of 12 July 2023 concerning batteries and waste batteries
F	
FTM	Front-Of-The-Meter
G	
GBA	Global Battery Alliance
GHG	Greenhouse Gas
GDPR	General Data Protection Regulation
GSSB	Global Sustainability Standards Board
GRI	Global Reporting Initiative
Н	
HRBP	Human Resource Business Partner
1	
IATF 16949:2016	Automotive Quality Management System Standard
IBAT	Integrated Biodiversity Assessment Tool
IEA	International Energy Agency
IFRS S2	IFRS Sustainability Disclosure Standards 2——Climate Related Disclosures
ILO	International Labour Organization
IPCC	Intergovernmental Panel on Climate Change
ISO/IEC 27001:2022	Information Security, Cybersecurity and Privacy Protection - Information Security Management Systems - Requirements
ISO 14001:2015	Environment Management Systems-Requirements with Guidance for Use
ISO 14064-1:2018	<i>Greenhouse Gases-Part 1: Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emission and Removal</i>
ISO 37001:2016	Anti-bribery Management Systems-Requirements with Guidance for Use
ISO 45001:2018	Occupational Health and Safety Management Systems-Requirements with Guidance for Use
ISO 9001:2015	Quality Management Systems-Requirements
ISO 50001:2018	Energy Management Systems-Requirements with Guidance for Use
К	
KYS	Know Your Supplier
L	
LCA	Life Cycle Assessment
LEAP	Locate, Evaluate, Assess, Prepare
LRS	License Royalty Service
LTC	Leads To Cash
Ν	
NDCs	Nationally Determined Contributions

English abbreviation	
NGFS	Network of Central Banks and Supervis
NH ₃ -N	Ammoniacal Nitrogen
NMHC	Non-Methane Hydrocarbon
NMP	N-Methyl pyrrolidone
NO _x	Nitrogen Oxides
NP	No Propagation
NZE 2050	Net Zero 2050
Р	
PAS 2060	Specification for the demonstration of d
Perspective LCA	Perspective Life Cycle Assessment
PM	Particulate Matter
PPB	Parts Per Billion
R	
RCP	Representative Concentration Pathway
REV	Range Extend Electric Vehicle
RTO	Regenerative Thermal Oxidizer
S	
SDGs	Sustainable Development Goals
SEI	Solid Electrolyte Interphase
SSPs	Shared Socioeconomic Pathways
STEPS	Stated Policies Scenario
Т	
TCFD	Task Force on Climate-Related Financia
TISAX	Trusted Information Security Assessme
TNFD	Taskforce on Nature-related Financial D
ТО	Thermal Oxidizer
U	
UNFCCC	United Nations Framework Convention
UNGC	United Nations Global Compact
V	
VBA	Value Balancing Alliance
VDA	Verband der Automobilindustrie
VOCs	Volatile Organic Compounds
VR	Virtual Reality
W	
WIPO GREEN	World Intellectual Property Organization
WEF	World Economic Forum
WWF	World Wildlife Fund

Definitions sors for Greening the Financial System carbon neutrality 'S al Disclosure ent Exchange Disclosures on Climate Change n GREEN

Contemporary Amperex Technology Co., Limited	Overview of
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Sustainable Development Governance

Governance

Appendix II: Full and Short Names of Companies

Full and Short Names of Companies in the Report

Full name	Short name
Contemporary Amperex Technology Co., Limited	CATL
Qinghai Contemporary Amperex Technology Limited	CATL-QH
Jiangsu Contemporary Amperex Technology Limited	CATL-JS
Yichun Contemporary Amperex Technology Co., Ltd.	CATL-YC
Contemporary Amperex Technology (Guizhou) Co., Ltd.	CATL-GZ
United Auto Battery Co., Ltd.	UABC
CATL-FAW Auto Battery Co., Ltd.	CFBC
CATL-GAC EV Battery Co., Limited	CGBC
Sichuan Contemporary Amperex Technology Limited	CATL-SC
Chengdu Xinjin Contemporary Amperex Technology Limited	CATL-XJ
Ruiting Contemporary Amperex Technology (Shanghai) Limited	CATL-RT
Contemporary Amperex Technology Thuringia AG	CATT
CATL-GEELY EV (Sichuan) Battery Co., Limited	CATL-GEELY (Sichuan)
Fuding Contemporary Amperex Technology Limited	CATL-FD
Ningde Jiaocheng Contemporary Amperex Technology Co., Limited.	CATL-JC
Guangdong Ruiqing Contemporary Amperex Technology Co., Limited.	CATL-RQ
CATL-Changan EV Battery Co.,Ltd	CCEC
Xiamen Ampace Technology Limited	Xiamen Ampace
Guangdong Brunp Recycling Technology Co., Ltd.	Guangdong Brunp
Hunan Brunp Recycling Technology Co., Ltd.	Hunan Brunp
Yichang Brunp Recycling Technology Co., Ltd.	Yichang Brunp
Longyan Sicong New Material Co., Ltd.	Longyan Sicong
Contemporary Sicong New Material Co., Ltd.	CATL Sicong
Hunan Brunp Vehicle Recycling Technology Co., Ltd.	Hunan Brunp Vehicle
Jiangsu Lithitech Technology Co., Ltd.	Jiangsu Lithitech
Ningde Anpu New Environmental Technology Co., Ltd.	Ningde Anpu
Pingnan Contemporary Electronic Technology Co.,Ltd	CETL-PN
Pingnan Runneng New Materials Technology Limited	PNRN
Chengdu Jintang Contemporary New Materials Technology Limited	CAML-JT
Contemporary Green Energy Limited	Contemporary Green Energy
Xiamen Contemporary Amperex Technology Limited	CATL-XM
Shandong Contemporary Amperex Technology Limited	CATL-SD
Zhongzhou Contemporary Amperex Technology Limited	CATL-ZZ
Fengxin Contemporary Amperex Resources Limited	CATL-FX

Appendix III: Key Pollutant-discharging Entities in 2024 and Ecological and Environmental Permit Information

In accordance with the relevant regulations of the China Securities Regulatory Commission, stock exchanges, and the Ministry of Ecology and Environment, the emission information and administrative licensing information related to the ecological environment of the Company's subsidiaries that were included in the key environmental supervision entities in 2024 are presented as follows.

Emission of Key Pollutant-discharging Entities in 2024 under Environmental Supervision

Company or Subsidiary Name	Types of Major Pollutants and Characteristic Pollutants	Names of Major Pollutants and Characteristic Pollutants	Emission/ Discharge Method	Number of Outlets	Distribution of Outlets	Average Discharges/ Emissions Concentration	Pollutant Discharges/ Emissions Standards	Total Annual Discharges/ Emissions	Upper Limit of Total Annual Discharges/ Emissions	Upper Limit of Total Annual Discharges/ Emissions
	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	4	Ningde Plant	29 mg/L	Indirect Emission Standard in Table 2 of <i>Discharge Standard of Pollutants</i> <i>for Battery Industry</i> (GB 30484-2013): 150mg/L	5.2359 tonnes/year	18.433 tonnes/year	None
CATL	Water Pollutants	NH3-N	Indirect Emission	4	Ningde Plant	1.99 mg/L	Indirect Emission Standard in Table 2 of <i>Discharge Standard of Pollutants</i> <i>for Battery Industry</i> (GB 30484-2013): 30mg/L	0.3562 tonnes/year	2.3878 tonnes/year	None
	Atmospheric Pollutants	NO _x	Organized Emission	50	Ningde Plant	66 mg/m ³	Standard for Gas-fired Boilers in Table 2 of <i>Emission Standard of Air Pollutants</i> <i>for Boilers</i> (GB 13271-2014): 200mg/ m ³	76.9489 tonnes/year	271.333 tonnes/year	None
	Atmospheric Pollutants	SO ₂	Organized Emission	50	Ningde Plant	3 mg/m ³	Standard for Gas-fired Boilers in Table 2 of <i>Emission Standard of Air Pollutants</i> <i>for Boilers</i> (GB 13271-2014): 50mg/m ³	2.4737 tonnes/year	57.3430 tonnes/year	None
	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	1	Xining Plant	15 mg/L	Indirect Emission Standard in Table 2 of Discharge Standard of Pollutants for Battery Industry (GB 30484-2013): 150mg/L	0.1094 tonnes/year	NA	None
CATL-QH	Water Pollutants	NH ₃ -N	Indirect Emission	1	Xining Plant	0.72 mg/L	Indirect Emission Standard in Table 2 of Discharge Standard of Pollutants for Battery Industry (GB 30484-2013): 30mg/L	0.0051 tonnes/year	NA	None
	Atmospheric Pollutants	NO _x	Organized Emission	3	Xining Plant	99 mg/m ³	Standard for Gas-fired Boilers in Table 2 of <i>Emission Standard of Air Pollutants</i> <i>for Boilers</i> (GB 13271-2014): 200mg/ m ³	4.8697 tonnes/year	9.4 tonnes/year	None
	Atmospheric Pollutants	SO ₂	Organized Emission	3	Xining Plant	4 mg/m ³	Standard for Gas-fired Boilers in Table 2 of <i>Emission Standard of Air Pollutants</i> <i>for Boilers</i> (GB 13271-2014): 50mg/m ³	0.1899 tonnes/year	NA	None
	Atmospheric Pollutants	NO _x	Organized Emission	13	Liyang Plant	24 mg/m ³	Standard for Gas-fired Boilers in Table 1 of <i>Emission Standard of</i> <i>Atmospheric Pollutants for Boilers</i> (DB32/4385-2022): 50mg/m ³	15.4392 tonnes/year	62.505 tonnes/year	None
CATL-JS	Atmospheric Pollutants	SO2	Organized Emission	13	Liyang Plant	3 mg/m ³	Standard for Gas-fired Boilers in Table 1 of <i>Emission Standard of</i> <i>Atmospheric Pollutants for Boilers</i> (DB32/4385-2022): 35mg/m ³	1.0471 tonnes/year	32.98 tonnes/year	None
UABC	Atmospheric Pollutants	NO _x	Organized Emission	10	Liyang Plant	26 mg/m ³	Standard for Gas-fired Boilers in Table 1 of <i>Emission Standard of</i> <i>Atmospheric Pollutants for Boilers</i> (DB32/4385-2022): 50mg/m ³	10.9109 tonnes/year	57.8719 tonnes/year	None
	Atmospheric Pollutants	SO ₂	Organized Emission	10	Liyang Plant	3 mg/m ³	Standard for Gas-fired Boilers in Table 1 of <i>Emission Standard of</i> <i>Atmospheric Pollutants for Boilers</i> (DB32/4385-2022): 35mg/m ³	0.6679 tonnes/year	30.268 tonnes/year	None

Governance

Company or Subsidiary Name	Types of Major Pollutants and Characteristic Pollutants	Names of Major Pollutants and Characteristic Pollutants	Emission/ Discharge Method	Number of Outlets	Distribution of Outlets	Average Discharges/ Emissions Concentration	Pollutant Discharges/ Emissions Standards	Total Annual Discharges/ Emissions	Upper Limit of Total Annual Discharges/ Emissions	Upper Limit of Total Annual Discharges/ Emissions
	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	1	Xiapu Plant	91 mg/L	Indirect Emission Standard in Table 2 of <i>Discharge Standard of Pollutants</i> <i>for Battery Industry</i> (GB 30484-2013): 150mg/L	1.6121 tonnes/year	1.9345 tonnes/year	None
CFBC	Water Pollutants	NH3-N	Indirect Emission	1	Xiapu Plant	0.66 mg/L	Indirect Emission Standard in Table 2 of <i>Discharge Standard of Pollutants</i> <i>for Battery Industry</i> (GB 30484-2013): 30mg/L	0.0116 tonnes/year	0.193 tonnes/year	None
	Atmospheric Pollutants	NO _x	Organized Emission	5	Xiapu Plant	31 mg/m ³	Standard for Gas-fired Boilers in Table 2 of <i>Emission Standard of Air Pollutants</i> <i>for Boilers</i> (GB 13271-2014): 200mg/ m ³	13.4246 tonnes/year	29.872 tonnes/year	None
	Atmospheric Pollutants	SO ₂	Organized Emission	5	Xiapu Plant	3 mg/m ³	Standard for Gas-fired Boilers in Table 2 of <i>Emission Standard of Air Pollutants</i> <i>for Boilers</i> (GB 13271-2014): 50mg/m ³	0.6432 tonnes/year	1.792 tonnes/year	None
	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	1	Panyu Plant	21 mg/L	Indirect Emission Standard in Table 2 of <i>Discharge Standard of Pollutants</i> <i>for Battery Industry</i> (GB 30484-2013): 150mg/L	0.1343 tonnes/year	NA	None
CGBC	Water Pollutants	NH3-N	Indirect Emission	1	Panyu Plant	3.49 mg/L	Indirect Emission Standard in Table 2 of <i>Discharge Standard of Pollutants</i> <i>for Battery Industry</i> (GB 30484-2013): 30mg/L	0.0226 tonnes/year	NA	None
	Atmospheric Pollutants	NO _x	Organized Emission	4	Panyu Plant	32 mg/m ³	Standard for Gas-fired Boilers in Table 2 of <i>Emission Standard of Air Pollutants</i> <i>for Boilers</i> (GB 13271-2014): 200mg/ m ³	4.6663 tonnes/year	11.24 tonnes/year	None
	Atmospheric Pollutants	SO2	Organized Emission	4	Panyu Plant	3 mg/m ³	Standard for Gas-fired Boilers in Table 2 of <i>Emission Standard of Air Pollutants</i> <i>for Boilers</i> (GB 13271-2014): 50mg/m ³	0.2212 tonnes/year	NA	None
	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	1	Yibin Plant	38 mg/L	Indirect Emission Standard in Table 2 of <i>Discharge Standard of Pollutants</i> <i>for Battery Industry</i> (GB 30484-2013): 150mg/L	0.3727 tonnes/year	NA	None
	Water Pollutants	NH3-N	Indirect Emission	1	Yibin Plant	2.41 mg/L	Indirect Emission Standard in Table 2 of <i>Discharge Standard of Pollutants</i> <i>for Battery Industry</i> (GB 30484-2013): 30mg/L	0.0235 tonnes/year	NA	None
CATL-GEELY (Sichuan)	Atmospheric Pollutants	NO _x	Organized Emission	6	Yibin Plant	23 mg/m ³	DA003 to DA007 implement the <i>Guiding</i> <i>Opinions on the Engineering-based</i> <i>Reduction of Atmospheric Pollutants in</i> <i>Sichuan Province (2023-2025)</i> Standard for Gas-fired Boilers in Schedule 5 of the Document No. 15 (2023) of the Sichuan Pollution Prevention and Control Office: 30mg/m ³ DA013 implement the Standard limit value in Table 2 of the <i>Integrated Emission</i> <i>Standard for Air Pollutants</i> (GB 16297- 1996): 240 mg/m ³	5.7698 tonnes/year	19.89 tonnes/year	None
	Atmospheric Pollutants	SO2	Organized Emission	5	Yibin Plant	3 mg/m ³	DA003 to DA007 implement the Guiding Opinions on the Engineering-based Reduction of Atmospheric Pollutants in Sichuan Province (2023-2025) Standard for Gas-fired Boilers in Schedule 5 of the Document No. 15 [2023] of the Sichuan Pollution Prevention and Control Office: 10mg/ m ³	0.5168 tonnes/year	NA	None

Company or Subsidiary Name	Types of Major Pollutants and Characteristic Pollutants	Names of Major Pollutants and Characteristic Pollutants	Emission/ Discharge Method	Number of Outlets	Distribution of Outlets	Average Discharges/ Emissions Concentration	Pollutant Discharges/ Emissions Standards	Total Annual Discharges/ Emissions	Upper Limit of Total Annual Discharges/ Emissions	Upper Limit of Total Annual Discharges/ Emissions
	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	1	Xinjin Plant	28 mg/L	Indirect Emission Standard in Table 2 of <i>Discharge Standard of Pollutants</i> <i>for Battery Industry</i> (GB 30484-2013): 150mg/L	0.2009tonnes/year	NA	None
	Water Pollutants	NH3-N	Indirect Emission	1	Xinjin Plant	0.14 mg/L	Indirect Emission Standard in Table 2 of <i>Discharge Standard of Pollutants</i> <i>for Battery Industry</i> (GB 30484-2013): 30mg/L	0.0010tonnes/year	NA	None
CATE-XJ	Atmospheric Pollutants	NO _x	Organized Emission	2	Xinjin Plant	14 mg/m ³	Standard limit value in Table 2 of the Integrated Emission Standard for Air Pollutants (GB 16297-1996): 240 mg/m ³	0.4246tonnes/year	NA	None
	Atmospheric Pollutants	SO2	Organized Emission	1	Xinjin Plant	3 mg/m ³	Standard limit value in Table 2 of the Integrated Emission Standard for Air Pollutants (GB 16297-1996): 550 mg/m ³	0.0392tonnes/year	NA	None
	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	2	Fuding Plant	10 mg/L	Indirect Emission Standard in Table 2 of <i>Discharge Standard of Pollutants</i> <i>for Battery Industry</i> (GB 30484-2013): 150mg/L	0.6493tonnes/year	12.364 tonnes/year	None
CATL-FD	Water Pollutants	NH3-N	Indirect Emission	2	Fuding Plant	3.66 mg/L	Indirect Emission Standard in Table 2 of <i>Discharge Standard of Pollutants</i> <i>for Battery Industry</i> (GB 30484-2013): 30mg/L	0.2416tonnes/year	1.236 tonnes/year	None
	Atmospheric Pollutants	NO _x	Organized Emission	26	Fuding Plant	32 mg/m ³	Standard for Gas-fired Boilers in Table 2 of <i>Emission Standard of Air Pollutants</i> <i>for Boilers</i> (GB 13271-2014): 200mg/ m ³	29.8501tonnes/year	229.22 tonnes/year	None
	Atmospheric Pollutants	SO ₂	Organized Emission	26	Fuding Plant	3 mg/m ³	Standard for Gas-fired Boilers in Table 2 of <i>Emission Standard of Air Pollutants</i> <i>for Boilers</i> (GB 13271-2014): 50mg/m ³	2.4540tonnes/year	102.93 tonnes/year	None
	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	1	Cheliwan Plant	53 mg/L	Indirect Emission Standard in Table 2 of <i>Discharge Standard of Pollutants</i> <i>for Battery Industry</i> (GB 30484-2013): 150mg/L	1.6921tonnes/year	2.886 tonnes/year	None
CATL-JC	Water Pollutants	NH3-N	Indirect Emission	1	Cheliwan Plant	0.17 mg/L	Indirect Emission Standard in Table 2 of <i>Discharge Standard of Pollutants</i> <i>for Battery Industry</i> (GB 30484-2013): 30mg/L	0.0055tonnes/year	0.144 tonnes/year	None
	Atmospheric Pollutants	NO _x	Organized Emission	18	Cheliwan Plant	34 mg/m ³	Standard for Gas-fired Boilers in Table 2 of <i>Emission Standard of Air Pollutants</i> <i>for Boilers</i> (GB 13271-2014): 200mg/ m ³	11.8868tonnes/year	152.769 tonnes/year	None
	Atmospheric Pollutants	SO2	Organized Emission	18	Cheliwan Plant	6 mg/m ³	Standard for Gas-fired Boilers in Table 2 of <i>Emission Standard of Air Pollutants</i> <i>for Boilers</i> (GB 13271-2014): 50mg/m ³	2.2440tonnes/year	68.938 tonnes/year	None
	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	1	Zhaoqing Plant	33 mg/L	Committed emission limit value of the enterprise: 90 mg/L	0.2925tonnes/year	1.701 tonnes/year	None
CATL-RQ	Water Pollutants	NH3-N	Indirect Emission	1	Zhaoqing Plant	0.15 mg/L	Committed emission limit value of the enterprise: 10 mg/L	0.0013tonnes/year	0.189 tonnes/year	None
	Atmospheric Pollutants	NO _x	Organized Emission	3	Zhaoqing Plant	1.7 mg/m ³	Committed emission limit value of the enterprise: 120mg/m ³	0.1535tonnes/year	0.315 tonnes/year	None
	Atmospheric Pollutants	SO ₂	Organized Emission	1	Zhaoqing Plant	1.3 mg/m ³	Committed emission limit value of the enterprise: 200mg/m ³	0.0711tonnes/year	NA	None

Company or Subsidiary Name	Types of Major Pollutants and Characteristic Pollutants	Names of Major Pollutants and Characteristic Pollutants	Emission/ Discharge Method	Number of Outlets	Distribution of Outlets	Average Discharges/ Emissions Concentration	Pollutant Discharges/ Emissions Standards	Total Annual Discharges/ Emissions	Upper Limit of Total Annual Discharges/ Emissions	Upper Limit of Total Annual Discharges/ Emissions
CATL-RT	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	1	Shanghai Plant	70 mg/L	The Class III standard in Table 2 of the Integrated Wastewater Discharge Standard (DB31/199 - 2018): 500 mg/L	0.4901 tonnes/year	2.17 tonnes/year	None
	Water Pollutants	NH3-N	Indirect Emission	1	Shanghai Plant	2.74 mg/L	The Class III standard in Table 2 of the Integrated Wastewater Discharge Standard (DB31/199 - 2018): 45mg/L	0.0192 tonnes/year	0.03 tonnes/year	None
	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	3	Yibin Plant	30 mg/L	Indirect Emission Standard in Table 2 of <i>Discharge Standard of Pollutants</i> <i>for Battery Industry</i> (GB 30484-2013): 150mg/L	2.6364 tonnes/year	NA	None
	Water Pollutants	NH3-N	Indirect Emission	3	Yibin Plant	0.60 mg/L	Indirect Emission Standard in Table 2 of <i>Discharge Standard of Pollutants</i> <i>for Battery Industry</i> (GB 30484-2013): 30mg/L	0.0519 tonnes/year	NA	None
CATL-SC	Atmospheric Pollutants	NO _x	Organized Emission	27	Yibin Plant	20 mg/m ³	DA032, DA082, and DA106 implement the Class II standard in Table 2 of the Integrated Emission Standard for Air Pollutants (GB 16297-1996): 240 mg/m ³ Others implement Standard for Gas- fired Boilers in Table 3 of Emission Standard of Air Pollutants for Boilers (GB 13271-2014): 150mg/m ³	23.1605 tonnes/year	115.794 tonnes/year	None
	Atmospheric Pollutants	SO ₂	Organized Emission	24	Yibin Plant	3 mg/m ³	Standard for Gas-fired Boilers in Table 3 of <i>Emission Standard of Air</i> <i>Pollutants for Boilers</i> (GB 13271- 2014): 50mg/m ³	1.7621 tonnes/year	31.332 tonnes/year	None
	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	1	CATL-WZ Plant	29 mg/L	Indirect Discharge Standard in Table 1 of the <i>Ernission Standard of</i> <i>Pollutants for Inorganic Chemical</i> <i>Industry</i> (GB 31573-2015): 200 mg/L.	3.5022 tonnes/year	4.04 tonnes/year	None
CATE-WZ	Water Pollutants	NH3-N	Indirect Emission	1	CATL-WZ Plant	1.86 mg/L	Indirect Discharge Standard in Table 1 of the <i>Ernission Standard of</i> <i>Pollutants for Inorganic Chemical</i> <i>Industry</i> (GB 31573-2015): 40 mg/L	0.2273 tonnes/year	0.41 tonnes/year	None
Longyan	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	1	Longyan Sicong Plant	62 mg/L	Class B standard in Table 1 of the Water Quality Standard for Wastewater Discharged into Urban Sewer (GB/T 31962-2015): 500 mg/L	0.0344 tonnes/year	0.34 tonnes/year	None
Sicong	Water Pollutants	NH3-N	Indirect Emission	1	Longyan Sicong Plant	18.10 mg/L	Class B standard in Table 1 of the Water Quality Standard for Wastewater Discharged into Urban Sewer (GB/T 31962-2015): 45 mg/L	0.0022 tonnes/year	0.024 tonnes/year	None
OATL OF	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	1	CATL Sicong Plant	32 mg/L	Indirect Discharge Standard in Table 1 of the <i>Emission Standard of</i> <i>Pollutants for Inorganic Chemical</i> <i>Industry</i> (GB 31573-2015): 200 mg/L.	0.7769 tonnes/year	6.8650 tonnes/year	None
CATL Sicon	Water Pollutants	NH3-N	Indirect Emission	1	CATL Sicong Plant	2.10 mg/L	Indirect Discharge Standard in Table 1 of the <i>Emission Standard of</i> <i>Pollutants for Inorganic Chemical</i> <i>Industry</i> (GB 31573-2015): 40 mg/L	0.0383 tonnes/year	0.6864 tonnes/year	None

Company or Subsidiary Name	Types of Major Pollutants and Characteristic Pollutants	Names of Major Pollutants and Characteristic Pollutants	Emission/ Discharge Method	Number of Outlets	Distribution of Outlets	Average Discharges/ Emissions Concentration	Pollutant Discharges/ Emissions Standards	Total Annual Discharges/ Emissions	Upper Limit of Total Annual Discharges/ Emissions	Upper Limit of Total Annual Discharges/ Emissions
	Atmospheric Pollutants	NO _x	Organized Emission	5	CATL Sicong Plant	8 mg/m ³	DA001 implement the emission limit valus for Gas-fired Boilers in Table 2 of <i>Emission Standard of Air</i> <i>Pollutants for Boilers</i> (GB 13271- 2014): 200mg/m ³ Others implement the emission limit valus in Table 3 of the <i>Emission</i> <i>Standard of Pollutants for Inorganic</i> <i>Chemical Industry</i> (GB 31573-2015): 200 mg/L	0.8547 tonnes/year	16.5065 tonnes/year	None
CATE Sicong	Atmospheric Pollutants	SO2	Organized Emission	2	CATL Sicong Plant	3 mg/m ³	DA001 implement the emission limit valus for Gas-fired Boilers in Table 2 of <i>Emission Standard of Air</i> <i>Pollutants for Boilers</i> (GB 13271- 2014): 50mg/m ³ Others implement the emission limit valus in Table 3 of the <i>Emission</i> <i>Standard of Pollutants for Inorganic</i> <i>Chemical Industry</i> (GB 31573-2015): 100 mg//m ³	0.1892 tonnes/year	1.1221 tonnes/year	None
Jiangsu	Atmospheric Pollutants	NO _x	Organized Emission	8	Liyang Plant	11 mg/m ³	DA010 implements the limit value for Gas-fired Boilers in Document No. 4 [2021] of the Jiangsu Provincial Air Pollution Prevention and Control Office: 50 mg/m ³ . DA015 implements the limit value in Table 1 of the <i>Emission Standard of</i> <i>Air Pollutants for Industrial Furmaces</i> (DB32/3728 - 2020): 180 mg/m ³ . Others implement the standard limit value in Table 1 of the <i>Integrated</i> <i>Emission Standard of Air Pollutants</i> (DB32/4041-2021): 100 mg/m ³	0.0331 tonnes/year	4.067 tonnes/year	None
Lithitech	Atmospheric Pollutants	SO ₂	Organized Emission	8	Liyang Plant	3 mg/m ³	DA010 implement the Standard for Gas-fired Boilers in Table 3 of <i>Emission Standard of Air Pollutants</i> <i>for Boilers</i> (GB 13271-2014): 50mg/ M ³ DA015 implements the limit value in Table 1 of the <i>Emission Standard</i> of <i>Air Pollutants for Industrial Furnaces</i> (DB32/3728 - 2020): 80 mg/m ³ Others implement the standard limit value in Table 1 of the <i>Integrated</i> <i>Emission Standard of Air Pollutants</i> (DB32/4041-2021): 200 mg/m ³	0.0088 tonnes/year	0.253 tonnes/year	None
Xiamen Ampace	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	1	Xiamen Plant	26 mg/L	Indirect Emission Standard in Table 2 of <i>Discharge Standard of Pollutants</i> <i>for Battery Industry</i> (GB 30484-2013): 150mg/L	0.9849tonnes/year	1.2385 tonnes/year	None
	Water Pollutants	NH3-N	Indirect Emission	1	Xiamen Plant	0.24 mg/L	Indirect Emission Standard in Table 2 of <i>Discharge Standard of Pollutants</i> <i>for Battery Industry</i> (GB 30484-2013): 30mg/L	0.0090 tonnes/year	0.0619 tonnes/year	None

Sustainable Development Governance

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Company or Subsidiary Name	Types of Major Pollutants and Characteristic Pollutants	Names of Major Pollutants and Characteristic Pollutants	Emission/ Discharge Method	Number of Outlets	Distribution of Outlets	Average Discharges/ Emissions Concentration	Pollutant Discharges/ Emissions Standards	Total Annual Discharges/ Emissions	Upper Limit of Total Annual Discharges/ Emissions	Upper Limit of Total Annual Discharges/ Emissions
Xiamen	Atmospheric Pollutants	NO _x	Organized Emission	6	Xiamen Plant	40mg/m ³	The standard in Table 4 of the Emission Standard of Air Pollutants in Xiamen (DB 35/323-2018): 150 mg/m ³	6.5661tonnes/year	43.5346tonnes/ year	None
Ampace	Atmospheric Pollutants	SO ₂	Organized Emission	6	Xiamen Plant	5mg/m ³	The standard in Table 4 of the Emission Standard of Air Pollutants in Xiamen (DB 35/323-2018): 50 mg/ m ³	0.7948tonnes/year	3.2651tonnes/ year	None
	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	1	Foshan Plant	27mg/L	The emission limit valus in Table 1 of the <i>Emission Standard of Pollutants</i> <i>for Inorganic Chemical Industry</i> (GB 31573-2015): 50 mg/L	0.8269tonnes/year	NA	None
Guangdong Brunp	Water Pollutants	NH3-N	Indirect Emission	1	Foshan Plant	0.92mg/L	The emission limit valus in Table 1 of the <i>Emission Standard of Pollutants</i> <i>for Inorganic Chemical Industry</i> (GB 31573-2015): 10 mg/L	0.0283tonnes/year	NA	None
	Atmospheric Pollutants	NO _x	Organized Emission	2	Foshan Plant	0.7mg/m ³	The NOx emission limit valus in Table 4 of the <i>Emission Standard of</i> <i>Pollutants for Inorganic Chemical</i> <i>Industry</i> (GB 31573-2015): 100 mg/L	0.0311tonnes/year	0.174tonnes/ year	None
	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	2	Ningxiang Plant	195mg/L	The Class III standard in Table 2 of the Integrated Wastewater Discharge Standard (GB8978-1996): 500 mg/L	20.3652tonnes/year	114.47tonnes/ year	None
	Water Pollutants	NH3-N	Indirect Emission	2	Ningxiang Plant	11.23mg/L	CS1-DW002 implements the emission standard in Table 1 of the <i>Emission Standard of Pollutants for</i> <i>Inorganic Chemical Industry</i> (GB 31573-2015): 40 mg/L. CS2-DW002 implements Class B standard in Table 1 of the Water Quality Standard for Wastewater Discharged into Urban Sewer (CB/T 31962-2015): 45 mg/L	0.3694tonnes/year	11.44tonnes/ year	None
Hunan Brunp	Atmospheric Pollutants	NO _x	Organized Emission	4	Ningxiang Plant	13mg/m³	CS2-DA039 and CS2-DA040 implement the requirements of the <i>Guidelines for the Low-</i> <i>nitrogen Retrofit of Gas-fired Boilers</i> (<i>Facilities</i>) in Changsha (Trial): 30 mg/m ³ CS2-DA042 and CS2-DA043 implement the standard limit value in Table 2 of the <i>Integrated Emission</i> <i>Standard for Air Pollutants</i> (GB 16297-1996): 240 mg/m ³	3.0652tonnes/year	8.64tonnes/year	None
	Atmospheric Pollutants	SO ₂	Organized Emission	4	Ningxiang Plant	3mg/m³	CS2-DA039 and CS2-DA040 implement the Standard for Gas- fired Boilers in Table 3 of Emission Standard of Air Pollutants for Boilers (GB 13271-2014): 50mg/m ³ Implementation Plan for the Comprehensive Treatment of Air Pollutants from Industrial Furnaces in Hunan Province (Xiang Huan Fa [2020] No. 6): 200 mg/m ³	0.3738tonnes/year	3.513tonnes/ year	None

	Company or Subsidiary Name	Types of Major Pollutants and Characteristic Pollutants	Names of Major Pollutants and Characteristic Pollutants	Emission/ Discharge Method	Number of Outlets	Distribution of Outlets	Average Discharges/ Emissions Concentration	Pollutant Discharges/ Emissions Standards	Total Annual Discharges/ Emissions	Upper Limit of Total Annual Discharges/ Emissions	Upper Limit of Total Annual Discharges/ Emissions
	Hunan Brunp	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	1	Ningxiang Plant	38mg/L	The Class III standard in Table 4 of the Integrated Wastewater Discharge Standard (GB8978-1996): 500 mg/L.	0.0042tonnes/year	NA	None
	Vehicle	Water Pollutants	NH ₃ -N	Indirect Emission	1	Ningxiang Plant	0.09mg/L	Class B standard in Table 1 of the Water Quality Standard for Wastewater Discharged into Urban Sewer (GB/T 31962-2015): 45 mg/L	0.0001tonnes/year	NA	None
	Ningde Anpu	Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	1	Fuding Plan	12mg/L	The Class I standard in Table 4 of the Integrated Wastewater Discharge Standard (GB8978-1996): 100 mg/L	17.3161tonnes/year	467.42tonnes/ year	None
	5	Water Pollutants	NH3-N	Indirect Emission	1	Fuding Plan	3.13mg/L	The Class I standard in Table 4 of the Integrated Wastewater Discharge Standard (GB8978-1996): 15mg/L	4.6716tonnes/year	74.02tonnes/ year	None
		Water Pollutants	Chemical Oxygen Demand (COD)	Indirect Emission	1	Yichang Brunp Plan	16mg/L	Integrated Wastewater Discharge Standard (GB8978-1996): 500 mg/L.	9.8666tonnes/year	645tonnes/year	None
	NC 1	Water Pollutants	NH3-N	Indirect Emission	1	Yichang Brunp Plan	7.21mg/L	Takeover Control Standard of Tianjiahe Sewage Treatment factory: 35 mg/L	4.3664tonnes/year	45.15tonnes/ year	None
	Yichang Brunp	Atmospheric Pollutants	NO _x	Organized Emission	1	Yichang Brunp Plan	40mg/m ³	Standard limit value in Table 2 of the Integrated Emission Standard for Air Pollutants (GB 16297-1996): 240 mg/m ³	0.1027tonnes/year	101.376tonnes/ year	None
	Atmospheric Pollutants	S02	Organized Emission	1	Yichang Brunp Plan	3mg/m³	Comprehensive Treatment Plan for Air Pollutants from Industrial Furnaces (Huan Daqi [2019] No. 56): 200 mg/m ³	0.0039tonnes/year	58.51tonnes/ year	None	

Note: "NA" indicates that there is no requirement for the total quantity verification of this pollutant index in the region where the company is located, or according to the local pollutant total quantity verification criteria, the corresponding emission outlets of the company or its subsidiaries do not need to undergo the verification of the total quantity of pollutants. Therefore, for some pollutants, there is no approved annual total emission quantity.

Environment

Information on Ecological and Environmental Permits in 2024 for Key Entities under Environmental Supervision

Name of the Company or Subsidiary	Administrative Permit or Permit Number	Approval content	Obtaining time
	Ningdongqiao Environmental Assessment [2024] No. 6	Environmental Impact Assessment Report for CATL Engineering Center & Product Testing Workshop Upgrade Project	May 17, 2024
	Ningdongqiao Environmental Assessment [2024] No. 12	Environmental Impact Assessment Report for CATL Engineering Center Pilot Factory R&D Project	September 14, 2024
CATL	Ningdongqiao Environmental Assessment [2024] No. 15	Environmental Impact Assessment Report for CATL HD-M01 Energy Storage Container Production Project	November 28, 2024
	Min Environmental and rediation Assessment [2024] No. 22	Environmental Impact Assessment Report for CATL's 4 Industrial CT Machines Project	April 19, 2024
	Ningdongqiao Environmental Assessment [2024] No. 61	Environmental Impact Assessment Report for CATL's 3 Industrial CT Machines Project	September 27, 2024
	Radiation Safety Permit: Min Huanfuzheng [00330]	Reapplication of Radiation Safety Permit	May 18, 2024
	Radiation Safety Permit: Min Huanfuzheng [00330]	Reapplication of Radiation Safety Permit	December 12, 2024
	Pollutant Discharge Permit: 91633300595037450w001V	Reapplication of Pollutant Discharge Permit for CATL-QH	July 16, 2024
CATE-QH	Radiation Safety Permit: Qing Huanfuzheng [A2440]	Reapplication of Radiation Safety Permit for CATL-QH	June 14, 2024
	Pollutant Discharge Permit: 91320481MA1MNYLY9X002U	Reapplication of Pollutant Discharge Permit for CATL-JS South Factory	December 26, 2024
CATL-JS	Changli Huanshen [2024] No. 68	Environmental Impact Assessment Report for CATL-JS High-End Battery Pack Production Project	May 20, 2024
	Radiation Safety Permit: Su Huanfuzheng [D0310]	Reapplication of Radiation Safety Permit	December 3, 2024
	Pollutant Discharge Permit: 91320481MA1MNYLY9X003Q	Initial Application of Pollutant Discharge Permit for CATL-JS CS3 Factory	October 28, 2024
UABC	Pollutant Discharge Permit: 91320481MA1P5JKJ34001T	Reapplication of Pollutant Discharge Permit	December 24, 2024
	Radiation Safety Permit: Su Huanfuzheng [D0337]	Reapplication of Radiation Safety Permit	May 29, 2024
0500	Ning Environmental Assessment [2024] No. 23	Environmental Impact Assessment Report for CFBC Phase II 20GWh EV Battery Expansion Project	May 17, 2024
CFBC	Pollutant Discharge Permit: 91350921MA32G3QY35001Q	Reapplication of Pollutant Discharge Permit	March 1, 2024
	Radiation Safety Permit: Min Huanfuzheng [00365]	Reapplication of Radiation Safety Permit	January 11, 2024
CGBC	Pollutant Discharge Permit: 91440101MA5CKU825Q001U	Reapplication of Pollutant Discharge Permit	August 30, 2024
	Radiation Safety Permit: Yue Huanfuzheng [A8219]	Reapplication of Radiation Safety Permit	July 29, 2024
CATL-GEELY	Lin Environmental Approval [2024] No. 7	Environmental Impact Assessment Report for CATL-GEELY Phase I Expansion of Yibin EV Battery Production Base	February 22, 2024
(Sichuan)	Radiation Safety Permit: Chuan Huanfuzheng [01088]	Reapplication of Radiation Safety Permit	December 4, 2024
CATL-XJ	Pollutant Discharge Permit: 91510132MAACFE3U00001U	Modification of Pollutant Discharge Permit	July 9, 2024
CATL-FD	Pollutant Discharge Permit: 91350982MA35DLGG8F001U	Reapplication of Pollutant Discharge Permit	April 3, 2024
	Radiation Safety Permit: Min Huanfuzheng [00442]	Reapplication of Radiation Safety Permit	October 18, 2024
CATL-JC	Radiation Safety Permit: Min Huanfuzheng [00462]	Reapplication of Radiation Safety Permit	October 18, 2024
CATL-RT	Radiation Safety Permit: Hu Huanfuzheng [6L024]	Reapplication of Radiation Safety Permit	April 25, 2024
CATL-SC	Yi Sanjiang Environmental Approval [2024] No. 25	Environmental Impact Assessment Report for CATL-SC Cathode Material Recycling Project	December 31, 2024

Name of the Company or Subsidiary	Administrative Permit or Permit Number	Approval content	Obtaining time
	Radiation Safety Permit: Chuan Huanfuzheng [00883]	Reapplication of Radiation Safety Permit	March 20, 2024
CATL-SC	Radiation Safety Permit: Chuan Huanfuzheng [00883]	Reapplication of Radiation Safety Permit	August 29, 2024
	Radiation Safety Permit: Chuan Huanfuzheng [00883]	Reapplication of Radiation Safety Permit	January 12, 2024
	Pollutant Discharge Permit: 91360922MABR4FKF4M001V	Reapplication of Pollutant Discharge Permit for Lithium Carbonate Factory	April 28, 2024
	Pollutant Discharge Permit: 91360922MABR4FKF4M001V	Modification of Pollutant Discharge Permit for Lithium Carbonate Factory	July 30, 2024
	Pollutant Discharge Permit: 91360922MABR4FKF4M002V	Initial Application of Pollutant Discharge Permit for Brine Project Factory	April 3, 2024
CATE-WZ	Pollutant Discharge Permit: 91360922MABR4FKF4M002V	Modification of Pollutant Discharge Permit for Brine Project Factory	July 30, 2024
	Pollutant Discharge Permit: 91360922MABR4FKF4M002V	Modification of Pollutant Discharge Permit for Brine Project Factory	January 22, 2024
	Pollutant Discharge Permit: 91360922MABR4FKF4M002V	Modification of Pollutant Discharge Permit for Brine Project Factory	December 6, 2024
CATL Sicong	Pollutant Discharge Permit: 91350823MA32QFQB2T001V	Reapplication of Pollutant Discharge Permit	January 3, 2024
CATE Sicolig	Pollutant Discharge Permit: 91350823MA32QFQB2T001V	Modification of Pollutant Discharge Permit	June 27, 2024
Jiangsu Lithitech	Changli Environmental Approval [2024] No. 74	Environmental Impact Assessment Report for Lithium Battery Supporting New Material R&D Production Line Technical Upgrade Project	June 7, 2024
	Pollutant Discharge Registration: 913204815570605371002Z	Modification of Pollutant Discharge Registration	September 14, 2024
	Xia Environmental Approval [2024] No. 99	Environmental Impact Assessment Report for Phase I of Xiamen Ampace Lithium-ion Battery Production Base Project (Phase II)	November 14, 2024
Xiamen Ampace	Pollutant Discharge Permit: 91350200MA8TJ86R2M001U	Reapplication of Pollutant Discharge Permit	December 19, 2024
	Radiation Safety Permit: Min Huanfuzheng [00509]	Reapplication of Radiation Safety Permit	October 12, 2024
	Chang Environmental Approval (Ningxiang) [2024] No. 25	Environmental Impact Assessment Report for Cobalt Sulfate Production Supporting Renovation Project	March 29, 2024
	Chang Environmental Approval (Ningxiang) [2024] No. 46	Environmental Impact Assessment Report for Secondary Modifications of Waste EV Battery Recycling Industry Expansion Project	June 25, 2024
Liver Deven	Chang Environmental and Radiation Approval (Ningxiang) [2024] No. 5	Environmental Impact Assessment Report for 110kV Substation Construction Project	July 17, 2024
Hunan Brunp	Pollutant Discharge Permit: 914301246707605788002V	Reapplication of Pollutant Discharge Permit (Factory II)	July 19, 2024
	Pollutant Discharge Permit: 914301246707605788001X	Reapplication of Pollutant Discharge Permit (Factory I)	August 7, 2024
	Pollutant Discharge Permit: 914301246707605788001X	Modification of Pollutant Discharge Permit (Factory I)	January 20, 2024
	Pollutant Discharge Permit: 914301246707605788002V	Modification of Pollutant Discharge Permit (Factory II)	January 20, 2024
Hunan Brunp	Pollutant Discharge Permit: 91430124670796044Y001U	Modification of Pollutant Discharge Permit	May 22, 2024
Vehicle	Pollutant Discharge Permit: 91430124670796044Y001U	Modification of Pollutant Discharge Permit	November 8, 2024
Ningde Anpu	Pollutant Discharge Permit: 91350982MA32L7RQ2Q001V	Modification of Pollutant Discharge Permit	August 6, 2024
Yichang Brunp	Pollutant Discharge Permit: 91420500MA4F3, I8235001V	Reapplication of Pollutant Discharge Permit	July 16, 2024

Overview of CATL

Governance

Assurance Statement

TÜVRheinland® Precisely Right.

Independent Assurance Statement

Introduction

TÜV Rheinland (Shanghai) Co., Ltd., a member of TÜV Rheinland Group (hereinafter "TÜV Rheinland" or "We"), was entrusted by Contemporary Amperex Technology Co., Limited (hereinafter "CATL" or "the Company") to conduct an independent third-party assurance of CATL's 2024 Environmental, Social and Governance Report (hereinafter, "ESG Report"). The report disclosed CATL's sustainability information for the fiscal year 2024 (January 1, 2024 to December 31, 2024).

Responsibilities

CATL is not only responsible for the preparation of sustainability report and the collection and submission of sustainability information in accordance with applicable reporting standards, but also has the obligation to implement and maintain effective internal control of information and data to support the report compilation process.

TÜV Rheinland is a global service provider that provides CSR and sustainability services in more than 65 countries, with experienced and technical expertise in the areas of environment, CSR, sustainability and stakeholder engagement. TÜV Rheinland Assurance team follows the TÜV Rheinland Global Business Ethics Compliance Policy and Procedures, covering the principles of integrity compliance and conflict of interest. Therefore, our assurance services are based on the principles of independence and impartiality, and we do not participate in the writing and preparation of CATL's report. It is the duty of TÜV Rheinland to carry out independent assurance in accordance with the assurance agreement and the agreed scope of assurance work, and to make independent and impartial judgments on ESG reporting.

Assurance Standard

TÜV Rheinland undertook assurance work for the sustainability information disclosed in CATL's ESG report in accordance with the AccountAbility AA1000 Assurance Standard v3 (AA1000AS v3), Type 1 and Moderate level.

Assurance Objectives

The purpose of the assurance was to provide CATL's management and stakeholders concerned with the company's sustainability information and performance to provide an independent view of the assurance, including assessment of whether the content of the report adhered to the AA1000AP (2018) Assurance Principles (including inclusiveness, materiality, responsiveness and impact), and verification of sustainability information disclosure

Assurance Criteria

The following assessment criteria were used in undertaking the work:

- · Self-Regulatory Guidelines No. 17 for Listed Companies Sustainability Report (Trial) of the Shenzhen Stock Exchange
- Self-Regulatory Guidelines for Listed Companies on the Shenzhen Stock Exchange No. 2 Standardized Operation of Listed Companies on the Growth Enterprise Market (Revised in December 2023)
- · Annex I of the Guidelines for the Business Handling of Listed Companies on the Shenzhen Stock Exchange No. 1 - Business Handling (Revised in 2024) "Disclosure Requirements for Social Responsibility Reports of Listed Companies"
- Global Reporting Initiative Standards (GRI Standards)
- The United Nations Sustainable Development Goals (UN SDGs)
- · Adherence to the AA1000 AP AccountAbility Principles, i.e., Inclusivity, Materiality, Responsiveness, and Impact

Methodology

Our assurance activities and procedures include:

- · Inquiring management and those personnel responsible for collecting and aggregating sustainability performance information.
- Reviewing and assessing the availability, adequacy, and relevance of performance information based on sampling principles.
- Collecting and examining the supporting evidence of available performance information to assess the extent

Limitations

TÜV Rheinland planned and executed the verification in accordance with the scope of the assurance agreed upon in order to obtain all the information, evidence and necessary explanations to provide the basis for the conclusion of the assurance in accordance with the moderate level of AA1000AS v3.

The information and performance data relating to the assurance is limited to the disclosure of the contents of this report. Our assurance work did not include financial report and its financial data, as well as other information not related to the topic of sustainability

Conclusions

Based on the above assurance procedures and methodology performed and the evidence obtained, we conclude that there are no instances or information that would be contrary to the following statemen

- Listed Companies Sustainability Report (Trial) of the Shenzhen Stock Exchange and GRI Standards. • CATL has implemented processes and developed a "Digital and Intelligent Management Platform" (for ESG
- of issues. • The sustainability-related information and performance disclosed in the report are evaluated and supported
- by documentary evidence to truly reflect CATL's ESG management practices.

TÜV Rheinland shall not bear any liability or responsibility to a third party for perception and decision on CATL based on this Assurance Statement

Adherence to the AA1000AP AccountAbility Principles

Inclusivity

CATL identified key stakeholders, such as investors and shareholders, customers, suppliers, employees, partners, governments and regulators, as well as communities that are disproportionately affected by greenhouse gas emissions. Supporting evidence showed that CATL's interaction and communication with key stakeholders in its business activities is normalized. In 2024, the company has also conducted internal and external stakeholder questionnaire surveys, covering issues such as climate change (such as greenhouse gas emissions), product quality and safety, supply chain management, etc., and provided relevant basis for the analysis of dual-importance issues and the company's ESG strategic planning and decision-making through the analysis of the survey results.

Materiality

Evidence indicated that in 2024, CATL has implemented a dual materiality assessment process, based on regulatory policies, rules and requirements, industry standards, peer analysis, and stakeholder questionnaire research and analysis. The importance of sustainability issues was identified and evaluated from the two dimensions of impact materiality and financial materiality, in which the company's senior management team and investors analysed the financial importance of related issues, combined with expert opinions and comprehensive assessment results, to form a matrix of dual materiality issues. The matrix showed the key issues of the year, including those that were both financially important and impactful (such as product quality and safety, R&D and innovation, safety in production, climate change,

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performance information to understand the management processes, systems, and controls for sustainability

Applying analysis program to assess the accuracy of the information available for performance data.

to which the relevant evidence and information related to the scope of the assurance in the sustainability report supports and adheres to the AA1000AP AccountAbility Principles.

 CATL's 2024 ESG Report and performance information are in adherence to the AA1000AP AccountAbility Principles and align with the information disclosure requirements of Self-Regulatory Guidelines No. 17 for

data governance) and upgraded the "Times Carbon Chain" system to collect and aggregate performance information and data related to materiality issues within the reporting boundary, and the company's management practices have also shown that the company conducted dual materiality analysis and evaluation



supply chain management, etc.). The company's sustainability management committee reviewed and approved the results of the materiality analysis.

Responsiveness

CATL's communication channels with its identified key stakeholders include, but are not limited to, investor hotlines, customer satisfaction surveys, supplier audits and training, employee communication platforms, grievance and reporting mechanisms, industry association cooperation, government policy exchanges, and community philanthropy. Evidence showed that in 2024, the company has actively carried out related party activities (such as industrial chain collaborative innovation seminars, etc.) to focus on ESG hot issues.

The report used a four-element disclosure framework of governance, strategy, risk and opportunity management, and metrics and targets to provide specific analysis and disclosure of financially important issues. At the same time, the report also disclosed data on key performance indicators such as greenhouse gas emissions (including Scope 1, 2 and 3 emissions), energy use, clean energy, emissions and waste, employee rights and benefits, supply chain management, work-related injury and safety training, etc., and these performance data were historically comparable. The report disclosed management objectives and progress for the year on materiality issues in response to stakeholder concerns.

Impact

CATL has integrated ESG risk management, including traditional and emerging risks, into the company's overall risk management process. Evidence showed that in 2024, the company analysed the impact, risks and opportunities of material issues, combining risk management, compliance management, and internal control systems to assess and control risks related to enterprise operations and value chain business, and implemented and strengthened closed-loop management of rectification. The company has conducted out due diligence, covering supply chain anti-corruption, supply chain conflict minerals, etc.

The report disclosed the results of the analysis of the impact, risks and opportunities of material issues, including the scope of impact, impact cycle, etc. Evidence indicated that in 2024, CATL has continued to promote the implementation of the "Zero Carbon" strategy, and used climate scenario analysis methods to analyse and elaborate on climate physical risks, transition risks and opportunities, and actively taken countermeasures to reduce the impact on core operations and upstream and downstream of the value chain, including supply chain empowerment and carbon reduction, energy transition, and battery recycling system construction, etc.

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Daniel Pan Technical Manager of Corporate Sustainability Services TÜV Rheinland (Shanghai) Co., Ltd Shanghai, China, March 3, 2025





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