

Contemporary Amperex Technology Co., Limited

Occupational Health and Safety Management Statement

1. Purpose

Contemporary Amperex Technology Co., Limited (hereinafter referred to as "CATL" or "the Company") actively promotes the implementation of occupational health and safety laws and regulations, so as to minimize the occupational health and safety risks of employees in the organization and achieve the goal of safe production. This statement requires the Company to comply with all occupational health and safety related laws and regulations, including but not limited to: domestic laws and regulations related to occupational health and safety including *the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the Law of the People's Republic of China on Safety in Production* as well as relevant laws and regulations applicable to overseas locations where the Company operates. In addition, the statement requires company reference industry specific guidelines and work with best practices, including but not limited to, for example, *the IFC Environment, Health and Safety guidelines, Good International Industry Practice (GIIP)*, etc.

2. Scope of Application

The document is applicable to all employees (including full-time employees, interns, etc.) and all business operation processes (including design, production, transportation, sales, etc.) of Contemporary Amperex Technology Co., Limited and its wholly-owned and holding subsidiaries.

3. Management Structure

3.1 Implementation of the responsibility of the key person in charge of the enterprise

CATL has established a Safety Production Committee, with the board chairman as the director in which relevant members of the board and senior management of CATL as members of the Safety Production Committee, which acts as the highest leadership decision-making group of the company in terms of safety production. The committee is convened every quarter to conduct analysis and discussion regarding the company's safety production situation, deploy the key work of safety production or adjust it in a timely manner, and implement the management responsibilities of the main responsible person of the company. Under the leadership of the Safety Production Committee, CATL has set and achieved six "zero" targets for safety production (i.e. zero fires, zero explosions, zero serious injuries, zero deaths, zero occupational diseases, and zero major environmental pollution accidents).

3.2 Establishment of a well-developed dedicated production safety management team

CATL has set up "Environmental Health and Safety Department (EHS)" as a safety production management organization to carry out safety supervision duties. The EHS Department promotes the implementation of various occupational health and safety policies in line with occupational health and safety management guidelines and policies, as well as the completion and improvement of various indicators. The company will also continue to improve its occupational health and safety related performance.

The EHS Department regularly monitors and measures the performance of occupational health and safety management through a series of quantitative indicators, such as the

company's employee Lost Time Incident Rate (LTIR) and the number of contractor safety training sessions during the reporting period. In addition, the company will make public disclosure of its occupational health and safety performance during the reporting period at the appropriate time and through the appropriate channels, such as the company ESG report, etc.

3.3 Development of part-time production safety management team:

Safety representatives are set up in each in each department of the company as part-time safety managers, this including staff representatives and ordinary employees, to ensure the full and effective implementation of EHS management requirements without blind spots.

3.4 Implementation for safe production of all staff's responsibility:

CATL established and revised the "production safety responsibility system", according to the company's organizational structure, clearly defined the safety production responsibilities and implementation of all staff in each position. All employees of the company have signed the "Safety Production Responsibility Letter" at the beginning of each year; furthermore, CATL has set annual safety production targets related to business for each department and post, which are included in the annual performance assessment, based on the safety performance achieved each year for the department and individual assessment.

3.5 Safety Grid Management

In 2022, CATL has established a safety grid management system, through the establishment of "four levels of safety management grid" structure, in order to achieve

full coverage of safety management on site. We have clarified the safety responsibilities and structured work lists of grid officers at different levels to ensuring the effective implementation of the company's safety management.

4. System Certification

4.1 CATL strictly abides by relevant local laws and regulations such as *the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the Law of the People's Republic of China on Safety in Production, the Regulations on the Administration of Occupational Hygiene in Workplaces* and other international standards related to occupational health and safety.

4.2 CATL has established ISO45001 Occupational Health and Safety Management System. Under the guidance of the system standards, the Safe Production Committee has released a series of documents including *the Occupational Health and Safety Management Manual, Safety Production Management Policy, Occupational Health and Safety Operation Control Procedure*. The Environmental Health and Safety Department is responsible for the implementation of occupational health and safety related management system to regulate employees' work behavior and reduce possible occupational health and safety risks in production operations. Audited and certified by a third-party organization, CATL's Occupational Health and Safety Management System complies with the ISO45001 Occupational Health and Safety Management System, and the certificate number is TUV106044441.

4.3 According to the requirements of Occupational Health and Management System, CATL conducts internal self-audit every year in the process of maintaining ISO 45001 continuous qualification certification. Meanwhile, in order to ensure the effective

operation of the system, CATL will invite third-party organizations to conduct audits of all the group's subsidiaries every three years.

5. Control Measures

5.1 Safety Management of Production Equipment and Facilities

Learning from years of practical experience and the analysis of hidden dangers of accidents, CATL has developed consolidated standards and requirements for plant construction as well as the iterate equipment safety checklists, and applied the standards to the whole life cycle of plant construction and equipment development, thus optimize the possible safety issues resulting from inadequate plant and equipment design at the source.

5.2 Process Safety Management

In order to effectively control the safety risks and project landing of new process, new technology, new equipment and new materials, CATL has set up *the Risk Management Process of the Four New Projects*, in order to make sure these projects are landed smoothly, the safety management officers will intervene and deeply participate in it to assess and control the project risks in the stage of project creation, testing, trial operation and landing of these projects.

5.3 Construction Safety Management

CATL has established a whole life cycle safety management process of suppliers, to regulate site construction and reduce accidents. In order to ensure site construction safety, CATL strictly enforced construction approval and safety inspection, safety risks to carry investigation and rectification.

5.4 Risk and Hazard Assessment

CATL has formulated *the Control Procedure for Hazard Identification and Evaluation in the Whole Lifecycle*, specifying the scope and workflow of hazard identification to effectively control occupational health and safety risks. The Company makes regular declaration of projects of occupational disease hazards and continues to strengthen occupational disease risk prevention.

Based on the identified hazard sources and occupational disease hazards, the Company formulates an annual EHS strategic plan every year, defines occupational health and safety action plans, sets priorities for actions, evaluates and manages the progress and effectiveness of occupational health and safety for occupational health and safety-related goals.

5.5 Employee Engagement and Education Training

CATL actively communicates with employees and employee representatives, and encourages employees and employee representatives to participate in occupational health and safety management. Each department of the Company has appointed a safety representative and a safety manager to be responsible for the occupational health and safety management of the department, who will plan, coordinate and implement occupational health and safety management related work and activities.

In order to increase employees' awareness of occupational health and safety, the EHS education and training team established a three-level occupational health and safety training system by formulating and implementing the Company's safety education and training system, so as to carry out the Company's safety training in an orderly manner, and improve comprehensive safety awareness, safety knowledge and safety skills. The

occupational health and safety training system includes "three-level safety training" (covering company level, department level and team level), special position training (special operations, special equipment, safety production management personnel, etc.), safety training for relevant parties, safety culture campaign, regular safety training, etc.

5.6 Emergency Management

CATL has formulated a series of contingency plans such as *the Emergency Plan for Safety Production Accidents of CATL*, established an emergency response team, and equipped with advanced automatic fire alarm systems to monitor the safety of the whole plant in real time.

The Company organizes regular emergency drills for production accidents to timely prevent accidents going worse, and minimize the loss and impact of accidents.

5.7 Employee Protection and Work Injury Declaration Procedure

The Company provides daily personal protective equipment for employees, sets up occupational health protection facilities and equipment such as dust collectors and silencers, and installs safety protection devices such as gratings and protective plates.

The Company provides all employees working in production and operational areas with access to safe drinking water and sanitation facilities (WASH – water, sanitation, and hygiene). Access to safe drinking water and clean water for hygiene purposes is also ensured for non-employed personnel entering the site, including third-party logistics providers and outsourced transport service providers. The Company regularly carries out occupational health related inspections, supervises the implementation of safety standards for production and working environment, and strictly implements the requirements for the management of six occupational health-related archives.

The Company has developed a sound investigation procedure for work-related injuries and occupational disease, effectively and quickly handles the accidents of work-related injuries to protect the rights and interests of employees.

5.8 Supplier Occupational Health and Safety Management

CATL incorporated ISO 45001 Occupational Health and Safety Management System and relevant laws and regulations on occupational health and safety into supplier onboarding and evaluation, and stated in the contract that suppliers should comply with relevant requirements on occupational health and safety, so as to promote suppliers to fulfill their responsibilities and protect the health and rights of their employees.

5.9 Digital transformation of safety management:

CATL continues to promote safety production work transformation, through digital and intelligent projects such as the Environment, Health and Safety Management (EHSM) system, Panoramic Visualization Factory and Intelligent Safety Warning, etc. CATL strengthens the supervision control of production sites and processes, find and deal with safety hazards in each production process promptly, as well as manage safety through data-driven.

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Effective Date: June 2026