

## Contemporary Amperex Technology Co., Limited

### Sustainability Commitment

Contemporary Amperex Technology Co., Limited (hereinafter referred to as "CATL" or "the Company" or "We" ) follows the United Nations Sustainable Development Goals. While providing innovative products and services, we integrate the concept of sustainable development management into all aspects of our business operations, and are committed to building a sustainable development management system, adhering to ethical and compliant operations, and continuously strengthening stakeholder communication to ensure the sustainable development of our company and to give back to our customers and society.

#### 1. With Customers

CATL insists on being customer-centered, creating the greatest possible value for customers with excellent products and services, and pursuing win-win cooperation with customers. CATL has a long-term mission to optimize its management system, to take the lead in improving the quality of products and services, and to respond promptly to our customers' demands and exceed their expectations.

CATL will continue to improve its systems for rapid after-sales service, complaints of quality management, information security, responsible marketing to elevate customer satisfaction. We are committed to building a high-standard customer service system through the above actions to effectively protect the rights and interests of our customers.

#### 2. With Investors

CATL actively protects the rights and interests of investors, and strives to improve the Company's business performance to reward investors. The Company respects and protects the rights of all shareholders as owners of the Company, and adheres to the principles of "compliance, equality, proactivity and integrity" in its communication with shareholders. The Company will continue to facilitate the participation of small and



CATL insists on implementing the philosophy of sustainable development and proactively addressing global climate change, and is committed to producing premier green products, ensuring that the processes of research and development, design, procurement, production, logistics and recycling and disposal are in line with the requirements of environmental sustainability, in order to achieve a friendly cycle between corporate development and environmental development. We raise awareness of all employees (regular employees and trainees), suppliers and other internal and external stakeholders about our environmental management system and environmental information. We provide environmental management and protection courses, internal and external messaging, daily communication and contractual agreements. In addition, we have made specific commitments to actions in several key environmental areas.

- Responding to Climate Change

CATL is actively responding to the Chinese government's "3060" target of carbon peaking and carbon neutrality, and promoting a low-carbon corporate transformation. CATL will continue to take active measures to manage climate risks and seize climate opportunities by promoting the management of relevant climate issues in four dimensions: governance, strategy, risk management, and metrics and targets in accordance with the TCFD framework.

- Resource Utilization

CATL continues to strengthen the management of energy and water use, continuously promoting the replacement of traditional fossil energy by renewable energy, as well as reducing water consumption and exploring green packaging solutions. CATL will actively create a green ecological closed loop to minimize the carbon footprint of its products.

- Pollutant Emission

CATL undertakes to strictly comply with relevant laws and regulations on environmental protection, effectively strengthen pollution prevention and control, and ensure that all kinds of pollutants are discharged and disposed of in compliance with relevant standards. Meanwhile, CATL is committed to upgrading pollution prevention and

control facilities and promoting environmental protection technologies, continuously strengthening the environmental performance management of its subsidiaries and to reduce pollutant emissions. We firmly foster awareness of environmental protection, promote the concept of green development, insist on strengthening environmental protection in development and promoting development in protecting the environment. We strictly comply with the relevant system of corporate environmental information disclosure, disclose environmental information on time and truthfully, and consciously accept social supervision.

### Employee Health Staff

CATL adheres to the core values of "Refine, Enable, Strive and Innovate," and is committed to strengthening the protection of employees' rights and interests, providing employees with a sound training mechanism, fair development opportunities and abundant and diversified benefits based on the principle of equal employment, and continues to create a safe, healthy, comfortable, warm and harmonious working environment. In addition, we have made commitments to actions in three key areas of employee protection:

- Employee Rights and Human Rights Protection

CATL strictly complies with all core conventions of the International Labor Organization, laws and regulations such as *the Labor Law of the People's Republic of China*, and laws and regulations of countries and regions where we operate. The laws and regulations are applicable to all Company rules and policies related to the rights and interests of employees. The Company also provides employees with additional protection measures to fully protect their rights and interests.

CATL is committed to not discriminating against or treating employees unfairly on the basis of race, religion, gender, nationality, age, marital status, disability and sexual orientation in terms of employment, remuneration, training and promotion opportunities. The Company opposes workplace harassment, explicitly prohibits child labor, bonded labor and forced labor. Meanwhile, CATL establishes a performance-based incentive remuneration mechanism and provides fair and competitive remuneration and benefits for all employees.

CATL attaches importance to the employees' right to democratic communication and has established a labor union, which all employees can join based on the principle of voluntariness. CATL respects the freedom of association, collective bargaining and other political rights of employees under the premise of complying with local laws and regulations and the requirements of CATL's policies.

CATL respects and protects human rights by following international standards such as *the United Nations Universal Declaration of Human Rights* and the human rights-related requirements in the Code of Conduct of the Responsible Business Alliance (RBA), which strictly prohibits any violation of human rights of employees.

- Staff Well-Being and Training

CATL advocates the culture of "Quick Learning" and is committed to building a learning organization with a focus on employee capability development. CATL is committed to establishing a comprehensive employee training system for all employees, such as basic skill training, professional skill training and leadership training. In addition, CATL offers academic upgrading and certification program to support employees to further enhance their capabilities and become part of the success story of the company.

- Employee Health and Safety

CATL is committed to strictly abiding by occupational health and safety laws and regulations, establishing and improving the safety accountability mechanisms, and ensuring the occupational health and safety of employees through scientific management, effective training, the participation of all employees, strict implementation and continuous improvement. We will adhere to the concept of "safety first," establish and improve the occupational health and safety management system, adhere to the goal of "six zeros" for safety production, and strictly implement occupational health and safety management in all aspects of production and operation.

## 7. With Society

CATL actively undertakes corporate social responsibility, enthusiastically participates in rural vitalization and social welfare programs, and does its best to build a better

community. As CATL strives to grow and develop, we stay true to our original aspirations and join hands with all sectors of society to create good community relationships, making greater contributions to the development and progress of human society.

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