

Contemporary Amperex Technology Co., Limited

Sustainability Commitment

Contemporary Amperex Technology Co., Limited (hereinafter referred to as "CATL" or "the Company" or "We") is committed to supporting the United Nations Sustainable Development Goals. As we deliver innovative products and services, we integrate sustainable development principles into every aspects of our business operations. We are dedicated to building a robust sustainability management system, conducting our business ethically and in full compliance with regulations, and maintaining ongoing communication with stakeholders. Through these efforts, we ensure the long-term sustainability of our company and contribute positively to our customers and society.

1. With Customers

At CATL, we prioritize our customers by focusing on creating maximum value through outstanding products and services, fostering win-win partnerships. Our long-term mission is to continually optimize our management system, lead in enhancing product and service quality, and respond swiftly to customer needs, consistently exceeding their expectations.

CATL is dedicated to improving systems for rapid after-sales service, complaint handling of quality management, information security, and responsible marketing, all aimed at increasing customer satisfaction. Through these efforts, we are dedicated to building a high-standard customer service system that effectively safeguards the rights and interests of our customers.

2. With Products

CATL is dedicated to rigorous life-cycle quality management, prioritizing safety in all our products. Leveraging our leading core technologies and sustainable R&D capabilities, we provide top-tier solutions and services for new energy applications worldwide.

CATL manages product quality throughout its entire life cycle, focusing on four key areas: product development, material supply, manufacturing, and marketing. We conduct regular monthly and annual assessments, continuously improving our processes using tools like 6Sigma. Through these actions, we are committed to delivering high-quality products and services to society and actively fulfilling our social responsibilities.

3. With Investors

CATL is dedicated to protecting investors' rights and interests while striving to enhance business performance and deliver returns. We respect all shareholders as owners of the Company and uphold the principles of compliance, fairness, proactive engagement, and integrity in our interactions with them. We will continue to support the participation of small and medium-sized shareholders in voting processes to safeguard their rights. The Company actively welcomes and addresses investor feedback and inquiries through various channels, ensuring transparency, effective communication, and robust corporate oversight by investors.

4. With Society

CATL is committed to corporate social responsibility, actively engaging in rural revitalization and social welfare programs to build better communities while growing our business. We also strive to promote sustainable development among all stakeholders, encouraging the healthy advancement of the entire industry chain in collaboration with ecological partners. Our goal is to foster a more equitable, inclusive, and open approach, contributing to the noble vision of creating a shared future for all humanity.

5. With the Environment

CATL is dedicated to sustainable development and actively addresses global climate change by producing top-tier green products. We ensure that all stages of our operations—research and development, design, procurement, production, logistics, and recycling and disposal—comply with environmental sustainability requirements. Our goal is to create a positive cycle between corporate growth and environmental stewardship. We raise awareness about our environmental management system and its impacts among all employees (including regular staff and trainees), suppliers, and other stakeholders through environmental management and protection training, internal and external communications, daily interactions, and contractual agreements. Additionally, we have made specific commitments to actions in several key environmental areas.

- Responding to Climate Change

CATL is committed to supporting the Chinese government's "3060" target of achieving carbon peaking by 2030 and carbon neutrality by 2060. We are advancing a low-carbon

transformation within the company by actively managing climate risks and seizing climate opportunities. In line with the TCFD framework, CATL addresses climate issues through governance, strategy, risk management, and metrics and targets.

- Resource Utilization

CATL is enhancing its management of energy and water usage by promoting the shift from traditional fossil fuels to renewable energy sources. We are also focused on reducing water consumption and exploring green packaging solutions.

We prioritize materials that constitute more than 10% of our total usage, committing to increasing the use of green raw materials, recycled raw materials and third-party verified raw materials. In addition, we continue to strengthen the traceability management of raw materials to minimize the negative environmental and social impacts. By collaborating with external stakeholders on sustainable raw materials, we strive to create and refine best practices for sustainability. CATL is dedicated to establishing a green ecological closed loop to minimize the carbon footprint of our products.

- Pollutant Emission

CATL is committed to strictly adhering to environmental protection laws and regulations. We are dedicated to effectively preventing and controlling pollution, ensuring that all pollutants are discharged and disposed of in accordance with relevant standards. We continuously upgrade pollution control facilities, promote environmental protection technologies, and enhance the environmental performance management of our subsidiaries to reduce emissions. We actively foster environmental awareness and promote green development. Our approach emphasizes strengthening environmental protection during development and advancing development through environmental

stewardship. CATL strictly follows corporate environmental information disclosure systems, providing timely and accurate environmental information and willingly accepting social oversight.

- Ecology and Biodiversity Conservation

CATL is dedicated to implementing biodiversity management in areas where we operate. We assess and measure the impact of our production activities on local biodiversity and gradually incorporate nature-related risks and opportunities into our strategic planning and management decisions. Additionally, we will integrate biodiversity conservation into our supply chain management, ensuring that our raw materials and processes respect biodiversity. We avoid sourcing from endangered species and biodiversitysensitive areas, aiming to minimize our environmental impact.

6. With Suppliers

CATL is dedicated to fostering a fair, open, transparent, and sustainable supply chain. We work closely with our suppliers to integrate sustainable development into our procurement strategy. The Company offers guidance, training, and support to help suppliers achieve their sustainability goals. We promote environmentally and socially responsible practices, encouraging suppliers to adopt resource-efficient and eco-friendly production methods. We also ensure that they uphold labor and community rights and meet sustainable development standards from the source.

CATL conducts regular quality improvement training for all suppliers each year, helping them address issues related to product or service quality and enhancing their quality management systems. We also encourage suppliers to develop quality certification

plans and obtain certifications such as IATF 16949.

7. With Staff

CATL upholds its core values of "Refine, Enable, Strive and Innovate" and is dedicated to protecting employees' rights and interests. We provide a robust training system, equitable development opportunities, and a range of comprehensive benefits, all grounded in the principle of equal employment. We are committed to creating a safe, healthy, comfortable, and supportive work environment. Additionally, we have made specific commitments to employee protection in three key areas:

- Employee Rights and Human Rights Protection

CATL adheres strictly to the core conventions of the International Labor Organization, and complies with relevant laws and regulations, including the Labor Law of the People's Republic of China, and laws and local laws in the regions where we operate. The laws and regulations govern all Company policies related to employee rights and interests, and we implement additional measures to ensure comprehensive protection.

We are committed to non-discrimination and fair treatment in all aspects of employment, including remuneration, training, and promotions, irrespective of race, religion, gender, nationality, age, marital status, disability, or sexual orientation. CATL opposes workplace harassment and explicitly prohibits child labor, bonded labor, and forced labor. Additionally, we maintain a performance-based incentive system and offer fair and competitive compensation and benefits to all employees.

CATL values employees' right to democratic communication and has established a labor union, which employees may join voluntarily. We respect employees' freedom of

association, collective bargaining and other political rights, provided these activities comply with local laws and our Company policies.

We uphold human rights by following international standards, such as the United Nations Universal Declaration of Human Rights and the Responsible Business Alliance (RBA) Code of Conduct, which prohibit any violations of employees' human rights.

- Staff Well-Being and Training

CATL promotes a culture of "Quick Learning" and is dedicated to developing a learning organization focused on employee growth. We offer a comprehensive training system that includes basic skills training, advanced skills development, and leadership programs. Additionally, we support academic advancement and certification programs to help employees enhance their skills and contribute to the company's success.

- Employee Health and Safety

CATL is committed to adhering strictly to occupational health and safety laws and regulations. We establish and enhance safety accountability mechanisms to ensure employees' health and safety through scientific management, effective training, and active employee participation. Our commitment to "safety first" drives us to continually improve our occupational health and safety management system, aiming for the "six zeros" safety production goal, and implementing rigorous safety measures across all production and operational processes.

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