

Contemporary Amperex Technology Co., Limited

Sustainable Supply Chain Management Policy

Mission

To build a sustainable ecological supply chain system, adhere to ethical and compliance management, continuously strengthen the communication of stakeholders, promote the harmonious development of the supply chain, ensure the sustainable development of the supply chain, and benefit our customers and society.

Policy

1. Consider the sustainable development as an important part of the procurement strategy, value the sustainable development in every stage of suppliers certification, performance evaluation and procurement decision-making, deepen cooperation with customers, suppliers and industry organizations, and promote the suppliers to develop sustainably through the procurement, so as to reduce the risks in supply chain, improve customer satisfaction and the competitiveness in the supply chain.
2. Strictly abide by related laws and regulations, international norms and other requirements from the stakeholder in the fields of society, economy, human rights and environmental protection, such as Social Accountability 8000 International standard (SA8000), Universal Declaration of Human Rights, ISO 45001, Responsible Business Alliance (RBA) related standards, etc. Strengthen communication with the relevant organizations, such as China Chamber of Commerce of Metals, Minerals & Chemicals Importers & Exporters (CCCMC), Global Battery Alliance (GBA). In accordance with relevant regulations and CATL Due Diligence Management Policy for Responsible Mineral Resources Supply Chains, all suppliers and their up-tier

suppliers are required not to use forced labor or the worst forms of child labor (as defined in the CATL Due Diligence Management Policy for Responsible Mineral Resources Supply Chains), commit to preventing human trafficking, bonded labor, indentured labor or hard labor; prohibit discrimination of any kind, including requires the prohibition of any type of discrimination based on gender, marital status, race, color, ancestry, religion, sexual orientation, disability, political affiliation or any other personal characteristic; prohibits corporal punishment, physical or verbal abuse, bullying or other unlawful harassment, and any threat or other form of intimidation.

3. Comply with the laws of the country in which they are located regarding maximum working hours, and the maximum number of working hours in a week (including overtime) shall not exceed the maximum working hours established by applicable local laws, except in emergency or special circumstances; comply with the laws of the country in which they are located regarding minimum wages, except in special circumstances; CATL encourage fair and reasonable levels of remuneration; comply with all occupational health and safety regulations applicable to their facilities in terms of working conditions and encourage the establishment of healthy accident-free workplaces where accommodation is provided, establishment of habitable accommodation; subject to the provisions of local laws, employees of suppliers are entitled to collective bargaining, freedom of association, peaceful assembly and forming trade unions without discrimination, intimidation or harassment as a result; or relevant statements in the Supplier Code of Conduct Commitment may be used.
4. Treat all people with dignity and respect according to international standards such as the Universal Declaration of Human Rights: The company provides channels, including anonymous reporting, for suppliers, business partners and other stakeholders to provide feedback or report suspected violations to the company; if

violations are confirmed, the company will require appropriate improvements; it will communicate its compliance with international standards, including the Universal Declaration of Human Rights, with suppliers, business partners and other stakeholders. The company will communicate its compliance with international standards, including the Universal Declaration of Human Rights, to suppliers, business partners and other interested parties, requiring partners to comply with similar standards by regularly reviewing and assessing risks, practices and impacts as part of the company's management system for suppliers.

As a member of Responsible Critical Mineral Initiative, the company is actively engaged in the development, implementation, risk governance along with internal and external communication for the assessment criteria of cobalt supply chain due diligence management, which incorporates the understanding and requirements of the company's human rights guidelines.

5. Continue to focus on reducing the impact of the supply chain on the environment in the process of operation, focus on the ability of the environmental protection management promotion of the supply chain, upholding the rights and interests of employees in the supply chain, and valuing the moral education of employees to improve the awareness of the importance of compliance.
6. Inform all suppliers of all requirements relating to sustainability management and compliance, help the suppliers to improve their sustainability management and value, the policy is maintained by the Purchasing Department, approved and issued by senior management, the company requires and encourage all suppliers to operate in a socially and environmentally responsible manner.
7. The company will focus on noise emission reduction, soil quality monitoring, ecological protection (land resource use, forestry management) and biodiversity maintenance as important indicators for supplier assessment.

8. The suppliers are required to complete relevant carbon inventories and greenhouse gas accounting (ISO14064, ISO14067) and ensure energy use efficiency at a high level.
9. The suppliers are required to reduce the production of three wastes (waste water, waste material, waste gas, etc.) and use a certain portion of renewable resources (recycled materials, clean energy, etc.) in the production process.
10. The suppliers shall not use counterfeit products and ensure that the intellectual property rights of all parties are fully protected and respected.
11. The suppliers shall disclose relevant supply chain information to meet the basic requirements of OECD when defending the conflict of interest of all parties.

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Effective Date: Jan 2023