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# Compliance Statement on Prohibition of Forced Labour

## I.Scope of application and Overall Responsibility

Contemporary Amperex Technology Co., Limited and its consolidated subsidiaries, joint ventures worldwide (including subsidiaries, branches, etc., collectively referred to herein as "Contemporary Amperex Technology", "CATL" or the "Company").

Due to variations in applicable laws and regulations across countries and regions, if any provision of this statement conflicts with the legal requirements of the jurisdiction where the branch, subsidiary, or joint venture operates, the local laws and regulations shall prevail. In the absence of specific local requirement, this statement shall apply. This compliance statement may be updated as necessary in response to changes in relevant laws, regulations, and official guidance. The company reserves the final right of interpretation of this statement.

## II.Our Commitment

We hereby issue this "Compliance Statement on Prohibition of Forced labour" to express our commitment to systematically identifying, preventing, and mitigating risks of forced labour within our operations. In reference to the standards of the International Labour Organization (ILO), We pay particular attention to the following 11 indicators associated with forced labour: Abuse of vulnerability, Deception, Restriction of movement, Isolation, Physical and sexual violence, Intimidation and threats, Retention of identity documents, Withholding of wages, Debt bondage, Abusive working and living conditions, Excessive overtime.

This includes proactively identifying, preventing, and mitigating risks of forced labour within our own business operations, as well as addressing and remedying any instances of forced labour that may arise. We are committed to implementing appropriate measures and ongoing monitoring to ensure compliance within applicable laws and regulations, such as Regulation (EU) 2024/3015 on Prohibiting Products Made with Forced Labour on the Union Market, Regulation (EU) 2023/1542 Concerning Batteries and Waste Batteries, while continuously advancing sustainability and ethical practices throughout our entire operations.

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For our company, the prohibition of forced labour is a long-term commitment. We will continuously improve our forced labour risk management system in accordance with the nature of our business activities and changes in our company's scale and structure.

We are committed to providing necessary training to help workers and suppliers identify the impacts of their operational activities on forced labour risks, and to encourage them to make corresponding commitments.

We commit to complying with all relevant requirements of forced labour regulations, and the company ensures that this statement covers all regular workers (including all forms of employment) and the entire business operation process. Beyond the commitments outlined herein, we strictly adhere to applicable human rights laws and regulations in all countries and regions where we operate. This statement also reflects our expectations for proactively identifying, preventing, and mitigating forced labour risks within our supply chain.

### **III. Reference Basis**

We comply with anti-forced labour standards, including the following conventions:

- ILO Convention No. 29 (Forced Labour Convention (No. 29))
- ILO Convention No. 105 (Abolition of Forced Labour Convention (No. 105))

### **IV. Labour Conduct Initiatives**

As members of CATL, we call upon all colleagues to jointly comply with the forced labour regulations and prohibit any form of forced labour and modern slavery, including but not limited to the following:

- Prohibition of child labour
- Prohibition of abuse of workers' vulnerability
- Prohibition of deception against workers
- Prohibition of restricting workers' freedom of movement
- Prohibition of isolating workers
- Prohibition of physical and sexual violence against workers
- Prohibition of intimidation and threats against workers
- Prohibition of retention of workers' identity documents
- Prohibition of withholding workers' wages
- Prohibition of debt bondage

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- Prohibition of abusive working and living conditions
  - Prohibition of coercion to perform excessive overtime

## **V. Forced Labour Risk Management**

We consistently adhere to business ethics and legal standards, respecting and safeguarding the dignity and legitimate rights of every worker. We firmly oppose all forms of forced labour.

We strictly prohibit the use of child labour.

We commit to never taking advantage of any vulnerable situation of workers for our own benefit.

We ensure that job recruitment information is genuine and transparent. We commit to never mislead or defraud workers through false promises, concealment of key information, or unilateral changes to contract terms during the period of employment.

We respect and safeguard the personal freedom and freedom of movement of workers, and strictly prohibit imprisonment, detention, confinement, or any other form of restriction on workers' mobility. Workers are free to enter and exit workplaces and dormitories, and any access control measures implemented for security purposes must not unreasonably restrict workers' freedom.

We are committed to fostering an inclusive and respectful work environment, and strictly prohibit any actions that may lead to the segregation or isolation of workers. This includes, but is not limited to, exclusion, malicious non-assignment of work tasks, restricting participation in group activities or meetings, and discriminatory isolation in work arrangements (such as dormitory assignments or production line station placements) based on factors such as age, disability, ethnicity, gender, marital status, nationality, political affiliation, race, religion, sexual orientation, or union membership, when not justified by legitimate business needs. Workers must not be placed in remote or isolated locations, nor should their communication or social connections with the outside world be cut off in a manner that impedes their access to external support or assistance.

We strictly prohibit any form of physical harm, sexual violence, or abuse against workers. If security personnel are indeed required, their conduct must be strictly supervised to

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prevent involvement in or perpetration of actions that infringe upon workers' fundamental rights, thereby ensuring a work environment free from fear.

We maintain a zero-tolerance policy toward violence, threats, and similar behaviors, and strictly prohibit intimidating workers or their families through words or actions. Workers must not be threatened or subjected to psychological coercion by means such as harming them or their families, withholding wages, or reporting their immigration status.

We strictly prohibit the retention of workers' personal documents such as identification cards and passports. These documents must be kept by the workers themselves. The company or any entity acting on behalf of the company has no right to retain original personal documents of workers, except for brief verification as required by law, after which they must be immediately returned.

We strictly prohibit any form of unjustified wage withholding or illegal wage deductions. Wages must be paid punctually, in legal tender, in the agreed amount, and directly to the worker, accompanied by a clear and comprehensible wage statement.

We strictly prohibit any form of debt bondage. Workers must not incur debt as a condition of employment, and the company, along with its authorized recruitment agencies, must not charge workers recruitment fees, deposits, document custody fees, training fees, or any other fees under any pretext in exchange for providing employment. The company bears all costs associated with recruitment.

We are committed to providing a safe, healthy, and compliant work and living environment.

We strictly prohibit any form of forced overtime.

We are committed to fostering an equal, autonomous, and safe working environment in which every worker can freely and voluntarily engage in labour under conditions of respect and security. We pledge to establish and continuously improve a forced labour risk management system encompassing risk identification, prevention, remediation, and assessment. Through regular and dynamic risk analysis, we evaluate the priority of risks within our operations and implement targeted preventive measures accordingly, including enhancing internal policies and conducting worker training. In response to actual or potential violations, we commit to taking timely remedial actions such as rectification, consultation, or even termination of cooperation. Meanwhile, we provide

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workers with confidential grievance channels. If any violations are identified, workers are encouraged to report either anonymously or by name via the various grievance channels published on the company intranet, we will take proactive remedial measures. We will regularly assess and improve the effectiveness of the overall mechanism to ensure its continued compliance with regulatory requirements and effective implementation.

Contemporary Amperex Technology Co., Limited

Date: December 24, 2025