

重庆长安汽车股份有限公司 人权政策声明

Human Rights Policy Statement

一、目的 Purpose

重庆长安汽车股份有限公司（以下简称“长安汽车”或“我们”）坚持“以人为本”的发展理念，基于《联合国工商企业与人权指导原则》《经合组织跨国企业负责任商业行为准则》《世界人权宣言》《公民权利和政治权利国际公约》《经济、社会和文化权利国际公约》《联合国全球契约的十项原则》等国际规则，将人权保障融入日常经营管理中，致力于促进更加和谐平等的社会环境。

当业务所在地的国家、地区法律与本声明有所抵触或高于本声明，优先适用业务所在地国家、地区法律。

Chongqing Changan Automobile Co., Ltd. (hereinafter referred to as "Changan Automobile" or "we") adheres to a "people-oriented" development philosophy. Guided by international frameworks including the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the Ten Principles of the UN Global Compact, we integrate human rights protection into our daily operations and management, and are

committed to fostering a more harmonious and equal social environment.

In the event of any conflict between this Statement and the laws and regulations of the country or region where we operate, or if such laws and regulations impose higher standards, the laws and regulations of the applicable country or region shall prevail.

二、适用范围 Scope of Application

本声明适用于长安汽车及分子公司的所有员工。公司鼓励经销商、供应商等其他业务伙伴遵守本声明。

This Statement applies to all employees of Changan Automobile and its subsidiaries and branches. The Company expects its dealers, suppliers and other business partners to comply with this Statement and incorporates relevant requirements into supplier and business partner management where applicable.

三、人权政策 Human Rights Policy

1. 禁止童工：我们尊重和支持儿童权利，坚决反对任何使用童工的行为，严格遵守《儿童权利公约》《准予就业最低年龄公约》等法律法规，明确要求应聘者符合业务所在国家/地区法律规定的最低工作年龄。

1.Prohibition of Child Labor: We respect and support children's rights and firmly oppose any use of child labor. We strictly comply with laws and regulations such as the Convention on the Rights of the Child and the Minimum Age Convention and explicitly require that job applicants meet the

minimum working age stipulated by the laws of the country/region where the business is located.

2. 禁止人口贩运和强迫劳动: 我们的雇佣关系以自愿为基础, 在一切业务中禁止任何形式的人口贩运和强迫劳动, 所有雇佣者均有权自由签订和解除雇佣合同。

2.Prohibition of Human Trafficking and Forced Labor: Our employment relationships are based on voluntariness. We prohibit all forms of human trafficking and forced labor in all business operations. All employees have the right to freely enter and terminate employment contracts.

3. 同工同酬: 我们遵守业务所在国家/地区法律、标准或其他劳动协议中约定的最低工资、公平报酬和社会福利标准, 实施“同工同酬”的薪酬策略, 承诺按时、全额支付薪资。

3.Equal Pay for Equal Work: We comply with minimum wage, fair compensation, and social welfare standards stipulated by the laws, regulations, or other labor agreements of the countries/regions where we operate. We implement a compensation strategy of "equal pay for equal work" and commit to paying wages in full and on time.

4. 绩效薪酬: 长安汽车建立了覆盖包括管理层和基层员工在内的全体员工的基于绩效的激励薪酬结构, 坚持“按劳分配、绩优酬优”的原则, 薪酬分配与个人绩效、团队贡献及公司整体经营业绩紧密挂钩。通过差异化薪酬策略、调薪机制及专项激励计划, 持续优化薪酬体系的公平性与竞争力, 有效激发员工积极性

与创造力。

4. Performance-Based Compensation: Changan Automobile has established a performance-based incentive compensation structure covering all employees, including management and non-officer staff. Adhering to the principle of "distribution according to work, rewarding excellence," compensation is closely linked to individual performance, team contributions, and overall business performance. Through differentiated compensation strategies, salary adjustment mechanisms, and special incentive programs, we continuously optimize the fairness and competitiveness of our compensation system to effectively motivate employee initiative and creativity.

5. 反歧视: 我们坚决反对基于年龄、性别、种族、民族、宗教、教育背景、婚姻状况、生育状况、身体残疾、性取向、国籍、政治见解、工会成员身份、社会背景或受适用法律保护的其他身份的任何形式的歧视。我们提倡和促进多元化, 尊重和支持妇女、残障人士等的权益, 打造平等、包容的职场环境。

5. Anti-Discrimination: We firmly oppose all forms of discrimination based on age, gender, race, ethnicity, religion, educational background, marital status, pregnancy status, physical disability, sexual orientation, nationality, political opinion, trade union membership, social background, or any other status protected by applicable law. We promote diversity and inclusion, respect and support the rights and interests of women, persons with disabilities, and other groups, and are committed to building an equal and inclusive workplace.

6. 反骚扰：我们坚决抵制职场骚扰、言语暴力、肢体暴力、心理胁迫、虐待及侮辱行为等，倡导尊重、和谐、包容的工作氛围。

6.Anti-Harassment: We firmly oppose workplace harassment, verbal abuse, physical violence, psychological coercion, abuse, and humiliation, and advocate a respectful, harmonious, and inclusive working environment.

7. 平等与公平：我们遵循“平等、自愿、协商一致”的原则，为应聘者提供平等的机会，聘用员工以自愿为原则，并按照适用的法律法规，与员工签订劳动合同，尊重员工依据合同或法律规定解除劳动关系的权利。

7.Equality and Fairness: We follow the principle of "equality, voluntariness, and consensus." We provide equal opportunities to applicants and employ staff on a voluntary basis. We sign labor contracts with employees in accordance with applicable laws and regulations and respect employees' rights to terminate labor relations in accordance with contracts or legal provisions.

8. 个人隐私：我们严格遵守个人信息保护相关法律法规，严格按照业务所在国家/地区法律、标准及公司内控要求，严谨处理个人信息，并采取必要的技术和组织措施保障个人隐私和信息安全。

8.Personal Privacy: We strictly comply with laws and regulations on personal information protection. We handle personal information with rigor

and in full compliance with the laws, standards, and internal control requirements of the countries/regions where we operate and implement necessary technical and organizational measures to protect personal privacy and information security.

9. 安全与健康: 我们致力于提供安全卫生的工作环境、必要的劳动保护措施及安全培训，预防工伤事故和职业病的发生。同时，我们关心关爱员工的身心健康，为员工提供健康服务，全方位保障员工的安全与健康。

9.Safety and Health: We are committed to providing a safe and hygienic working environment, necessary labor protection measures, and safety training to prevent workplace accidents and occupational diseases. At the same time, we care for employees' physical and mental health by providing health services and comprehensive protection for their safety and well-being.

10. 结社自由和表达自由: 员工有权加入法律认可的工会，包括参与工会、职工代表大会等。我们建立健全民主沟通机制，保障员工知情权、表达权、监督权；我们鼓励员工为长安汽车发展建言献策，为员工搭建表达不同观点的沟通交流平台，及时回应员工的合理诉求。

10.Freedom of Association and Collective Bargaining: Employees have the right to join legally recognized trade unions, including participation in trade unions and employee representative bodies. We have established sound democratic communication mechanisms to ensure employees' rights to

information, expression, and supervision. We encourage employees to offer suggestions for Changan Automobile's development and provide communication platforms for employees to express diverse views, while promptly responding to their reasonable demands.

11. 保护当地社区和原住民：我们尊重可能受我们业务运营影响的当地社区和原住民的权利，并考虑到我们的业务活动对当地的影响。

11. Protection of Local Communities and Indigenous Peoples: We respect the rights of local communities and indigenous peoples that may be affected by our business operations and take into account the impacts of our business activities on local communities.

四、政策实施 Policy Implementation

1. 人权尽责管理：长安汽车识别与分析自身运营及价值链上下游的人权风险，针对所有业务运营（包括新业务）中的人权保护措施开展定期的监测与评估，通过收集反馈、与相关方沟通等方式，持续评估人权政策的有效性和适应性，及时发现和解决可能出现的人权相关问题，并适时采取必要的调整和优化措施。

1. Human Rights Due Diligence Management: Changan Automobile identifies, assesses, and manages human rights risks in its own operations and across the upstream and downstream value chain. We conduct regular monitoring and assessment of human rights protection measures in all business operations (including new businesses). Through feedback collection

and stakeholder communication, we continuously evaluate the effectiveness and adaptability of our human rights policies, identify and address potential human rights issues in a timely manner, and make necessary adjustments and improvements as appropriate.

2. 教育和培训: 长安汽车将定期为包括董事会成员、管理层在内的全体员工以及供应商、经销商等商业伙伴提供适当的教育和培训，以确保本声明在内外部业务经营活动中得到贯彻落实。

2.Education and Training: Changan Automobile will provide regular and appropriate education and training on this Statement to all employees, including members of the Board of Directors and management, as well as to business partners such as suppliers and dealers, to ensure its implementation in internal and external business activities.

3. 申诉渠道: 长安汽车欢迎员工和社会各界监督我们的人权工作，提出意见和建议。为此，公司建立如下举报系统，并承诺对举报人和协助调查的非举报人身份进行保密。

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3.Grievance Channels: Changan Automobile welcomes employees and the broader community to supervise our human rights work and to provide comments and suggestions. To this end, the Company has established the following reporting system and undertakes to keep confidential the identities

of reporters, witnesses, and persons assisting investigations.

Reporting Email: renquan@changan.com.cn

Reporting Mailing Address: Human Resources Department, Chongqing Changan Automobile Co., Ltd., Tower 2, T2-32F, Jiangbeicheng Financial Center, Jiangbei District, Chongqing, China.