

长安汽车 DEI 宣言

Changan Automobile DEI Statement

重庆长安汽车股份有限公司（以下简称“长安汽车”“公司”“我们”）坚信，多样、平等与包容是驱动创新、提升企业韧性、实现可持续发展的重要动力。我们致力于打造一个尊重差异、激发潜能、机会均等的工作环境，让每一位员工无论性别、国籍、文化背景、年龄、身份或其他不同的背景因素，都能在长安汽车获得尊严、归属感与成长空间，共同推动企业与社会进步。

Chongqing Changan Automobile Co., Ltd. ("Changan Automobile," "the Company," or "we") believes that diversity, equity, and inclusion are essential drivers of innovation, organizational resilience, and sustainable growth. We are committed to fostering a workplace that respects differences, unlocks potential, and ensures equal opportunity—where every employee, regardless of gender, nationality, cultural background, age, identity, or any other differentiating factor, can find dignity, belonging, and room to grow, and collectively contribute to the progress of both the Company and society.

一、概述 Overview

（一）目的 Purpose

长安汽车制定发布此《长安汽车 DEI 宣言》（以下简称“本宣言”），旨在系统阐述长安汽车在尊重与保障员工权益等方面的核心价值、承诺与行动框架，将多样、平等、包容深植于企业

治理与文化内核之中。同时，向社会公众、员工、客户及合作伙伴等利益相关方传递我们的信念与实践，接受各方监督，共同推动建立更具包容性与创新力的行业生态。

By publishing the DEI Statement (hereinafter referred to as "this Statement"), Changan Automobile sets forth its core values, commitments, and action framework in respecting and safeguarding employee rights, embedding diversity, equity, and inclusion deep within our corporate governance and cultural DNA. At the same time, we openly communicate our beliefs and practices to stakeholders—including the public, employees, customers, and partners—inviting scrutiny from all sides and jointly driving a more inclusive and innovative industry ecosystem.

（二）编制依据 Basis for Preparation

长安汽车严格遵守运营所在地适用的劳动权益、平等就业、反歧视、禁止童工和强迫劳动等相关法律法规，包括《中华人民共和国劳动法》《中华人民共和国劳动合同法》《中华人民共和国就业促进法》《禁止使用童工规定》《中华人民共和国妇女权益保障法》等；并参考《世界人权宣言》、国际劳工组织（ILO）核心劳工标准、《联合国工商企业与人权指导原则》、OECD 负责任商业行为相关指南等国际准则和倡议，结合公司人力资源管理、企业文化和价值链责任管理实践，制定本宣言。

Changan Automobile strictly complies with applicable laws and regulations related to labor rights, equal employment, non-discrimination, and

the prohibition of child labor and forced labor in the jurisdictions where it operates, including the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Employment Promotion Law of the People's Republic of China*, the *Provisions on the Prohibition of Using Child Labor*, and the *Law of the People's Republic of China on the Protection of Women's Rights and Interests (2022 Revision)*. The Company also refers to international principles and initiatives, including the Universal Declaration of Human Rights, the International Labour Organization (ILO) core labour standards, the United Nations Guiding Principles on Business and Human Rights, and the OECD guidance on responsible business conduct. This Statement is formulated taking into account the Company's human resources management, corporate culture development and value chain responsibility management practices.

如本宣言与运营所在地适用法律法规存在冲突，或本宣言要求低于当地强制性标准，长安汽车优先遵守运营所在地适用法律法规及更高合规要求。

In cases where this Statement conflicts with applicable laws and regulations in any operating jurisdiction, or where its requirements fall below mandatory local standards, Changan Automobile shall prioritize compliance with applicable local laws and regulations and higher compliance requirements.

（三）原则 Principles

在践行本宣言的承诺、行动路径过程中，公司将遵循以下原

则：

In implementing the commitments, and roadmap of this Statement, the Company will adhere to the following principles:

1. 战略融合 Strategic Integration

我们将 DEI 理念深度融入企业战略、人才管理、组织文化与日常运营全过程，确保人力资源价值与企业长期发展相互促进、协同增长。

We integrate diversity, equity, and inclusion into corporate strategy, talent management, organizational culture, and daily operations, ensuring that the value of human capital and the long-term development of the Company are mutually reinforcing and grow in synergy.

2. 公平透明 Fairness and Transparency

我们承诺依据国际公认的人权与劳工标准，以制度为保障，以客观衡量为依据，推动所有人力资源相关的决策与流程的公平、公正与透明，确保机会平等与程序正义。

We commit to following internationally recognized human rights and labor standards, using systems as safeguards and objective measurement as the basis, to promote fairness, justice, and transparency in all HR-related decisions and processes, ensuring equal opportunity and procedural justice.

3. 全员共建 Collective Participation

我们将积极推动管理层、员工、供应链企业、合作伙伴及社会各界共同参与，共建包容文化生态。

We actively encourage participation from management, employees, supply chain partners, and the broader society to co-create an inclusive cultural ecosystem.

（四）适用范围 Scope of Application

本宣言适用于公司本部及具有实际控制力的各级企业。同时，我们致力于将本宣言中的相关承诺与原则，通过倡导、合作等形式，延伸至全价值链的关键业务伙伴，包括但不限于供应商、经销商、服务商，其他重要的合作伙伴（如研发合作伙伴、行业组织等）。

This Statement applies to the Company's headquarters and all entities under its effective control. Furthermore, we are committed to extending the relevant commitments and principles set out in this Statement to key business partners across our entire value chain through advocacy, cooperation, and other means. These partners include but are not limited to suppliers, dealers, service providers, and other key partners such as R&D partners and industry organizations.

二、治理体系与实施保障 Governance System and Implementation Guarantee

（一）治理体系 Governance System

长安汽车积极构建 DEI 管理体系，通过制定 DEI 相关的目标，由董事会战略、投资与可持续发展委员会对 DEI 目标的实现及相关工作进展进行监督，并将其分解至相关责任部门年度行动

计划，且实施动态的绩效追踪与定期评审改进的形式，形成贯穿公司各层级、各业务单元及下属公司的纵向闭环管理架构。我们致力于将包容性理念转化为可衡量、可追踪、可持续的具体实践，实现人才招聘、公平晋升、跨文化融合、无障碍职场建设等多方面工作的综合价值创造。

Changan Automobile is committed to building a diverse, equal, and inclusive management system. Guided by the DEI-related targets set by the Company, the Board's Strategy, Investment and Sustainability Committee oversees the achievement of DEI goals and related work progress. These targets are integrated into annual action plans of relevant departments, with dynamic performance tracking and periodic reviews. This approach forms a vertically integrated closed-loop management structure spanning all levels, business units, and subsidiaries. We are committed to translating the concept of inclusivity into measurable, trackable, and sustainable practices, creating comprehensive value across diverse talent recruitment, fair promotion, cross-cultural integration, and the development of an accessible workplace.

（二）资源保障 Resource Guarantee

长安汽车人力资源部及各下属公司人力资源部负责在 DEI 领域的具体工作实施与目标闭环。为有效达成包容性发展目标、防范职场歧视与系统性偏见风险，公司还将持续配置专业化人才队伍，完善包容性职场基础设施，并保障相关的资金投入。

The HR Department of Changan Automobile and the HR departments of

its subsidiaries are responsible for the implementation of DEI initiatives and closed-loop management of DEI-related targets. To effectively achieve inclusive development goals and mitigate risks of workplace discrimination and systemic bias, the Company will continue to build professional teams, improve inclusive workplace infrastructure, and provide dedicated financial resources.

（三）培训和能力建设 Training and Capability Building

公司针对不同层级管理层、员工及相关方开展员工权益相关赋能培训，解读国内外平等就业、反歧视、反骚扰（性骚扰、非性骚扰）等相关政策法规，提升全员的包容性领导力与文化敏感度。同时，我们特别加强海外员工与跨文化团队的融合能力建设，通过属地文化培训、文化适应工作坊及全球化协作实践，不断提升公司应对国际市场环境、国际监管要求及全球人才发展趋势的能力。

We conduct empowering training on employee rights for management at all levels, employees, and relevant stakeholders. The training sessions cover domestic and international policies and regulations regarding equal employment, anti-discrimination, and anti-harassment (including sexual and non-sexual harassment), aiming to enhance inclusive leadership and cultural sensitivity. At the same time, we strengthen the integration capabilities of our overseas employees and cross-cultural teams through localized cultural training, cultural adaptation workshops, and global collaboration practices, continuously improving our ability to navigate international market environments,

international regulatory requirements, and global talent development trends.

三、平等就业与无歧视用工 Equal Employment and Non-Discriminatory Practices

（一）标准化招聘流程 Standardized Recruitment Process

聚焦岗位所需技能与潜力，采用统一的招聘流程与结构化面试，确保人才甄选、人才评价的客观统一。

We focus on the skills and capacity required for each position, using unified recruitment process and structured interviews to ensure objectivity and consistency in talent selection and evaluation.

（二）DEI 培训体系 DEI Training System

1. 为所有招聘经理及 HR 人员提供 DEI 相关培训。

We provide DEI-related training for all recruiting managers and HR personnel.

2. 定期开展内部审计工作，审计招聘数据与决策流程的合规性。

We conduct regular internal audits to assess the compliance of recruitment data and decision-making processes.

（三）包容性雇主品牌 Inclusive Employer Brand

1. 与国内外高校建立协作关系，为社会各群体提供高质量就业机会。

We establish collaborative relationships with domestic and international universities to provide high-quality employment opportunities for all social

groups.

2. 打造全球优秀人才聚集成长高地，构建一个让所有员工都能感受到尊重、公平与归属感的工作环境，提升员工的幸福感、获得感、成就感。

We create a global talent hub where all employees feel respected, treated fairly, and a sense of belonging, thereby enhancing their sense of happiness, fulfillment, and achievement.

（四）零容忍政策 Zero-Tolerance Policy

1. 承诺营造并维护一个尊重、平等、包容的工作环境，对一切形式的歧视、骚扰采取零容忍态度。具体可参见公司《人权政策声明》。

We are committed to fostering and maintaining a respectful, equitable, and inclusive work environment. We maintain a zero-tolerance attitude toward any form of discrimination or harassment. For further details, please refer to the Company's Human Rights Policy Statement.

2. 承诺贯穿于招聘、录用、薪酬、培训、晋升、解雇等雇佣全生命周期，并延伸至所有工作场所及商业活动。

We apply this commitment throughout the entire employment process, including recruitment, hiring, compensation, training, promotion, and termination, and extend it to all workplaces and business activities.

3. 建立并维护保密、安全的投诉与调查机制，确保任何歧视、骚扰相关的投诉得到严肃、及时的处理。经查实的歧视行为将导

致相应的纪律处分。

We establish and maintain confidential and secure reporting and investigation mechanisms to ensure that any complaints related to discrimination or harassment are addressed seriously and promptly. Any substantiated acts of discrimination will be subject to appropriate disciplinary action.

（五）关于歧视的报告流程 Discrimination Reporting Process

1. 设立保密、便捷且多样的投诉渠道，制定标准化的事件接收与登记规范。

We establish confidential, accessible, and diversified reporting channels, and formulate standardized procedures for receiving and recording incidents.

2. 建立清晰的调查流程与明确的升级机制，确保每一件歧视或骚扰指控都能被迅速响应、逐级上报，并得到及时、客观、公正的处理。

We set up a clear investigation process and a well-defined escalation mechanism to ensure that every allegation of discrimination or harassment is rapidly responded to, reported through the appropriate levels, and handled in a timely, objective, and impartial manner.

3. 承诺对善意提出报告、参与调查或提供证据的员工予以坚定保护，严格禁止任何形式的打击报复、恐吓或骚扰。

We pledge to provide firm protection for any employee who reports concerns, participates in investigations, or provides evidence in good faith, and

we strictly prohibit any form of retaliation, intimidation, or harassment.

(六) 严格执行纠正与纪律处分 Strict Enforcement of Corrective and Disciplinary Actions

1. 针对经调查核实的歧视或骚扰行为，依据事件的严重程度及其对公司造成的负面影响，实施相应的考核（包括但不限于警告、降职、停职直至解除劳动合同）。

For substantiated cases of discrimination or harassment, we impose corresponding evaluations—including but not limited to warning, demotion, suspension, or termination of employment—based on the severity of the incident and its negative impact on the Company.

2. 采取必要的纠正措施，彻底消除不当行为带来的负面影响，坚决捍卫零容忍政策的有效性。

We take necessary corrective measures to fully eliminate the negative effects of misconduct, upholding the effectiveness of the zero-tolerance policy.

四、女性领导力赋能 Women's Leadership Empowerment

(一) 女性专项关爱 Dedicated Care for Women

1. 继续落实带薪育儿假、产假等假期，并推动、倡导男性员工共同承担家庭责任。

We continue to implement paid parental and maternity leave, and advocate male employees to share in family responsibilities.

2. 为女性职工购买专项保险，开展乳腺健康、专项体检等健康保障服务。

We purchase specialized insurance for female employees and provide health services such as breast health checks and targeted medical examinations.

3. 提供心理关爱与压力管理相关的课程，帮助女性员工解决职场与生活中可能的问题。

We offer courses focused on psychological well-being and stress management to support female employees in navigating the challenges of both their professional and personal lives.

（二）文化倡导与激励 Cultural Advocacy and Incentives

表彰在工作中表现卓越、贡献突出的女性员工，并将其优秀事迹纳入公司文化宣传体系。

We recognize female employees who demonstrate excellence and make outstanding contributions, and we incorporate their achievements into our corporate culture promotion system.

五、全球化与本地化共融 Global-Local Integration

（一）本地化人才发展 Local Talent Development

1. 在海外分子公司构建属地化的招聘流程和体系，尊重当地文化，符合当地法规，确保本地人才享有平等的应聘与晋升机会。

We build localized recruitment processes and systems in our overseas subsidiaries, respecting local cultures and complying with local regulations to ensure that local talent enjoys equal opportunities for recruitment and promotion.

2. 建立跨国岗位轮换与晋升通道，支持海外本地员工通过绩

效与能力获得职业成长。我们致力于培养包容和尊重的企业文化，旨在提高员工对多样性的认识。

We establish international job rotation and promotion pathways to support the professional growth of overseas local employees through performance and capability development. We are committed to fostering an inclusive and respectful corporate culture, aiming to raise awareness of diversity.

（二）跨文化融合支持体系 Cross-Cultural Integration Support System

1. 为外派员工与本地团队提供跨文化协作培训，减少沟通障碍，提升协作效率。

We provide cross-cultural collaboration training for expatriate employees and local teams to reduce communication barriers and enhance collaboration efficiency.

2. 设立导师传帮带机制，帮助新加入的海外员工快速融入团队。

We establish a mentorship program to help new overseas employees integrate into the team quickly.

（三）本地化赋能与责任共担 Localization Empowerment and Shared Responsibility

1. 尊重并融入当地社会文化，鼓励海外分支机构参与本地社区建设与社会公益项目。

We respect and integrate into local social cultures, encouraging our

overseas subsidiaries to participate in local community development and social welfare projects.

2. 通过本地化培训与资源支持,提升海外团队的业务自主性与决策参与度。

We enhance the business autonomy and decision-making participation of our overseas teams through localized training and resource support.

六、附则 Supplementary Provisions

本宣言已由董事会战略、投资与可持续发展委员会审查并批准通过,自发布之日起生效实施。

This Statement has been reviewed and approved by the Board's Strategy, Investment and Sustainability Committee and shall take effect from the date of its issuance.

本宣言由长安汽车 ESG 工作部负责解释和修订。

This Statement shall be interpreted and revised by the Changan Automobile ESG Department.

长安汽车将每三年审阅本政策,并为适应法律法规的变化或公司发展进行相应内容的修订。

Changan Automobile will review this Statement every three years and revise its content as necessary to adapt to evolving legal and regulatory requirements or the development of the Company.

本声明以简体中文和英文两种文字书就。在两种文本理解发生歧义时,应以简体中文文本为准。

This Statement is issued in both Simplified Chinese and English. In the event of any discrepancy, the Simplified Chinese version shall prevail.