

浙江吉利控股集团有限公司

员工权益声明

Zhejiang Geely Holding Group Co., Ltd.

Employee Rights Statement

1. 总体描述 General Description

浙江吉利控股集团有限公司（以下简称“吉利控股集团”“公司”或“我们”）清晰地认识到员工权益对于雇员、客户、消费者、运营所在地社区及民间社会团体的重要性。吉利控股集团承诺并遵守关于员工权益的准则及法律，并将本声明纳入公司政策。

Zhejiang Geely Holding Group Co., Ltd (“Geely Holding”, “the Group”, or “we” for short) clearly recognizes the significance of employee rights to employees, customers, consumers, the communities where we operate, and civil society organizations. Geely Holding commits to and complies with the code and laws regarding employee rights, and incorporates this statement into the Group’s policies.

2. 适用范围 Scope of Application

本声明适用于吉利控股集团及所属子集团/分子公司全体员工。公司鼓励合资公司及供应商、经销商等其他业务伙伴遵守本声明。

This statement applies to all employees of Geely Holding and its subsidiaries and branches. We encourage joint ventures, suppliers, distributors, and other business partners to comply with this statement.

3. 我们的承诺和行动 Our Commitments and Initiatives

- 员工权益保障 Protection of Employee Rights and Interests

吉利控股集团尊重并保障员工权益。当国家法律与国际权益标准不一致时，公司将遵循较高级标准原则；当两者出现冲突时，公司将坚持国家法律，同时最大限度履行国际权益组织所要求之内容。

We respect and protect employee rights. When Chinese laws are not consistent with international rights standards, we will align with the principle of the higher standard; when there is a conflict between the two, we will uphold Chinese laws while fulfilling the content required by international rights organizations to the maximum extent.

公司重视以下基本人权议题：禁止强迫劳动，禁止使用童工，支持结社自由，反歧视、平等机会与多元化，反骚扰、虐待及暴力等。公司将定期对与公司相关度高的议题进行评估与更新。

We value the following basic human rights issues: prohibition of forced labor and child labor, support for freedom of association, opposition to discrimination, equal opportunities and diversity, and opposition to harassment, abuse, and violence, etc. We will regularly assess and update the issues that are highly relevant to the Group.

公司致力于实现“同工同酬”的薪酬策略，并保障薪酬和福利至少应该达到国家法定最低标准。

We are committed to achieving an “equal pay for equal work” compensation strategy, and ensure that remuneration and benefits should at least reach statutory minimum in China.

公司为员工提供表达意见和诉求的渠道。员工可通过上级沟通、人力资源部门及工会沟通、电子邮件等形式，向公司表达意见。向全体员工公开投诉及反馈渠道，并确保通过宣贯、培训等方式让全体员工知悉相关信息。

We provide channels for employees to express their opinions and concerns. Employees can convey their views to the Group through their superiors, the human resources department, trade unions, or via e-mail. In addition, we open up complaint and feedback channels to all employees and ensure that all employees are informed of the relevant information through publicity, training, and other methods.

- 反歧视、平等及多元化 **Non-discrimination, Equality and Diversity**

吉利控股集团在招聘、入职、培训、晋升、奖励等方面，禁止任何因员工性别、容貌、身心障碍、年龄、婚姻和生育状况、民族、种族、宗教信仰、性取向、籍贯、户籍、国籍、党派、教育背景、口音等有所不同而受到歧视的行为。

We prohibit any discriminatory actions in recruitment, hiring, training, promotion, and rewarding due to differences in employees' gender, appearance, physical and mental disabilities, age, marital and maternity status, ethnicity, race, religious beliefs, sexual orientation, place of origin, household registration, nationality, political affiliation, educational background, accent, and other factors.

公司构建语言友善的工作环境。相关部门员工需具备与外籍员工进行基本沟通的英语能力；当不谙中文的员工要求提供相关工作信息或重要文件的英文版本时，公司会尽力协助提供。

We foster a language-friendly work environment. Employees in relevant departments are required to have basic English communication skills to interact with foreign employees; when employees who are not proficient in Chinese request English versions of related work information or important documents, we will endeavor to assist in providing them.

公司确保外籍员工拥有有效的合法工作许可，签署以其母语编写的书面雇佣合同，并保留一份雇佣合同。外籍员工同样享有自由签署及解除雇佣关系的权利。

We ensure that foreign employees have valid legal work permits, sign written employment contracts written in their native language, and retain a copy of the employment contract. Foreign employees also have the right to freely sign and terminate employment relationships.

- **言论自由与表达的权利 Freedom of Speech and the Right to Expression**

吉利控股集团员工有为公司良好发展而对公司任何事务发表意见的权利。公司设有多种接收员工意见的途径，并定期召开员工大会进行沟通。

Employees have the right to express their opinions on any matters related to the Group's development. We have established various channels for receiving employee opinions and hold regular employee seminars for communication.

员工有权参加或组建符合国家法规的社团，公司对此不干涉。公司内部设立包括但不限于回响社区、员工效能调研等多种表达意见与诉求的途径和渠道，并持续运营。

Employees have the right to participate in or establish associations that comply with Chinese regulations, and we do not interfere with this. We have established various channels and methods for expressing opinions and concerns, including but not limited to the Echo Community, employee performance surveys, and continue to operate them.

- **尊重和保护员工个人信息 Respect and Protection of the Personal Information of Employees**

吉利控股集团重视保护员工个人信息，在合理的经营需要范围内收集员工的个人信息，并采取必要的措施，以尽可能防止员工个人信息的滥用和泄露。

We value the protection of employee personal information. We collect such information within the scope of reasonable business needs, and take necessary measures to prevent the misuse and leakage of employee personal information as much as possible.

- **员工健康关怀 Care for Employee Health**

吉利控股集团重视职业、健康和消防安全，致力于按照适用的国际标准为员工创造安全的工作环境，确保工作条件符合员工的健康要求。员工享有相应的医疗、保险保障，公司定期为员工提供免费的体检服务。

The occupational, health, and fire safety is high on our agenda. We are committed to creating a safe workplace for employees in accordance with applicable international standards, ensuring that working conditions meet the health requirements of employees. In addition, employees are entitled to corresponding medical and insurance coverage, and we regularly offer free health checkups for employees.

对于有可能接触职业病危害因素岗位的员工，公司提供必要的防护措施，同时提供年度职业健康体检服务。

For employees who may be exposed to occupational disease hazard factors in their positions, we offer necessary protective measures, and also annual occupational health checkup services.

公司遵循孕期及产后雇佣保护、福利及薪酬相关的所有适用法律法规，并为处于哺乳期的员工提供合理的工作安排。在职场提供哺乳室以及相应设施，以方便哺乳期员工。

We comply with all applicable laws and regulations related to employment protection, benefits, and compensation during and after pregnancy, and provide reasonable work arrangements for employees who are breastfeeding. We also offer nursing rooms and supporting facilities in the workplace to meet the nursing needs of female employees.

公司确保员工不因传染病相关原因而受到任何不当歧视、骚扰或报复。员工在与传染病有关的医疗观察、隔离、治疗和停工/恢复期内的工资，公司按照适用的法律法规给付。

We ensure that employees are not subject to any improper discrimination, harassment, or retaliation due to reasons related to infectious diseases. During medical observation, isolation, treatment, and periods of work suspension/recovery related to infectious diseases, we pay wages to employees in accordance with applicable laws and regulations.

公司在工作场所内提供必要的洗手和烘干设施，同时保存必要数量的保护员工和遏制传染病传播所需的物资库存。

We not only provide necessary hand washing and drying facilities in the workplace, but also maintain an adequate stock of supplies to protect employees and contain the spread of infectious diseases.

- **保障员工发展 Safeguard of Employee Development**

吉利控股集团秉承“尊重人、成就人、幸福人”的人才战略理念，提供促进员工多元发展的学习平台，践行业务发展与人才进步共融共生，为全球员工拓展职业成长空间。

Adhering to the talent strategy concept of “respecting people, empowering people, and making people happy,” we provide a learning platform that promotes the diverse development of employees. We integrate business development with talent advancement, creating career growth opportunities for employees worldwide.

公司制定全面的薪酬战略，为员工提供更具竞争力的薪酬待遇，并根据业务情况，实施差异化的长期激励措施。建立管理、专业和技能三条发展通道，为员工提供跨岗位、跨领域的轮转机会，拓宽员工的职业发展路径。

We have developed a comprehensive compensation strategy to offer our employees more competitive remuneration and implement differentiated long-term incentive measures in line with business situation. We also have established three-pronged development pathways focusing on managerial, professional, and technical tracks, offering employees opportunities for cross-functional and cross-domain rotations, thereby expanding their career development paths.

针对员工职业发展的不同时期、不同阶段、不同领域，公司定制场景化、个性化的培养方案，开展线上线下多种模式的培训活动。持续探索应用型人才培养方式，建立“学历提升、职业技能等级和职称证书”三位一体的高技能人才转型培养体系，为员工在组织的成长与发展提供强有力支持。

For the different periods, stages, and fields of employee career development, we customize scenario-based and personalized training programs and carry out various online and offline training activities. In addition, we have continuously explored talent cultivation methods in applied majors, established a three-pronged transformation training system for high-skilled talents that integrates “academic promotion, vocational skill levels, and professional title certificates,” providing strong support for employees’ growth and development.

4. 监察与披露 Monitoring and Disclosure

吉利控股集团将定期监察本声明的执行情况，适时检讨本声明，并在年度可持续发展报告中披露相关信息。

Geely Holding will regularly monitor the implementation of this statement, review it in time, and disclose relevant information in the annual sustainability report.

5. 申诉与举报 Grievance and Reporting

如果您有员工权益保护相关的意见或问题，可以通过邮箱 sustainability@geely.com 与我们联系。吉利控股集团接受各利益相关方监督，并保证会对申诉、举报人的身份严格保密。

If you have any opinions or questions related to the protection of employee rights, please contact us at sustainability@geely.com. We accept supervision from all stakeholders and keep the identity of complainants and whistleblowers strictly confidential.