

Geely Automobile Holdings Limited
(Incorporated in the Cayman Islands with limited liability)

Workforce Diversity Policy
(adopted by the Board of the Directors of the Company on 27 June 2025)

1. Purpose

The Workforce Diversity Policy (the “**Policy**”) of Geely Automobile Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) aims to foster a corporate culture that values and cultivates diversity, creating an equal, inclusive, and diverse workplace. The Policy ensures employees are not discriminated against based on gender, race, colour, religion, age, origin, educational background, marital status, maternity or paternity status, disability, sexual orientation, nationality, political opinion, union affiliation, social background, or any other characteristics protected by applicable laws, fostering a sense of belonging, respect, and value for all employees.

The Policy seeks to eliminate bias and discrimination by establishing a diverse, inclusive, and equitable work environment, promoting talent development, and driving the Company’s sustainable growth.

2. Scope

The Policy applies to all directors and employees (including senior management, full-time, part-time, and temporary employees), of the Company, its subsidiaries, and affiliated companies.

3. Anti-Discrimination, Equality, Diversity, and Inclusion Policy

3.1 The Group provides fair, impartial, and equitable work opportunities. Decisions on hiring, compensation, training, promotions, and other work-related matters shall not be influenced by gender, race, colour, religion, age, origin, educational background, marital status, maternity or paternity status, disability, sexual orientation, nationality, political opinion, union affiliation, social background, or other characteristics protected by applicable laws.

3.2 The Group supports and respects human rights, implementing relevant policies across its operations. Employees are encouraged to engage with the communities where they work and live. The Group expects suppliers and business partners to uphold these values, ensuring their operations respect human rights.

3.3 The Group adheres to the principles and values of international treaties, including the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organisation Conventions.

3.4 As an employer, the Group :

3.4.1 is committed to providing fair wages and a conducive working environment for all employees;

3.4.2 is committed to ensuring a healthy, safe, and secure workplace for all employees and business partners;

3.4.3 is committed to maintaining high standards of integrity in handling and protecting employees’ personal information;

3.4.4 opposes workplace discrimination and promote diversity;

3.4.5 is committed to supporting the personal development and dignity of every employee;

3.4.6 respects employees' rights to join independent trade unions, engage in collective bargaining, and exercise freedom of association;

3.4.7 prohibits child labour, forced labour, exploitative child labour, and human trafficking, and avoids business dealings with organisations involved in such activities;

3.4.8 respects employees' freedom of religious belief, neither enforcing or discriminating based on religious beliefs or lack thereof, and protects lawful religious activities;

3.4.9 prohibits coercive, threatening, humiliating, or exploitative behaviors, including gestures, language, or physical contact. Physical punishment, body searches, threats of violence, or any form of physical, sexual, mental, or verbal abuse is strictly forbidden.

3.5 Diverse Recruitment Policy

3.5.1 The Group actively recruits and attracts diverse talent, ensuring fairness and equality in hiring. Candidates from all backgrounds are encouraged to apply.

3.5.2 Management shall make hiring decisions fairly, considering candidates from diverse backgrounds to eliminate discrimination or bias. The Group is committed to promoting gender diversity by setting measurable targets and progressively achieving a balanced gender ratio across all levels of employment, including senior management.

3.5.3 The Group respects employees' cultural backgrounds, beliefs, lifestyles, perspectives, and experiences, fostering a work environment that values diverse viewpoints and mutual respect.

3.6 Diverse and Inclusive Corporate Culture

3.6.1 The Group implements measures to enhance diversity awareness, promote acceptance of differences, and strengthen collaboration.

3.6.2 The Group is committed to a corporate culture that embeds diversity and inclusion. Diversity training is provided to employees in China and globally to highlight the value of diverse teams and their roles in cross-departmental and cross-regional cooperation. Such training fosters respects, inclusivity, team cohesion, effective communication, and alignment of individual and organisational goals.

3.6.3 The Group maintains an equitable employee development programme, determining compensation based on performance and capabilities, free from discrimination protected characteristics.

3.6.4 Management shall demonstrate inclusive leadership, maintaining an open mindset, and valuing diverse perspectives. Performance evaluations and promotions shall fairly consider employees from all backgrounds, avoiding conscious or unconscious bias.

4. Anti-Harassment

4.1 The Group strictly prohibits all forms of workplace harassment by directors, employees (including senior management, full-time, part-time, and temporary), and third parties.

4.2 Workplace harassment includes, but is not limited to, offensive flirting, unwelcome sexual advances, insults, verbal abuse, derogatory remarks (e.g., gender- or race-based), or displaying explicit images or objects in the workplace, whether verbal, physical, or digital.

4.3 The Group maintains a zero-tolerance policy for workplace harassment. Violations will result in disciplinary action, up to and including termination of employment.

4.4 The Group protects employees from harassment by third parties (e.g., customers, suppliers, or visitors). The workplace includes physical workplaces, work-related environments (during or after working hours), company-sponsored events, or locations owned or controlled by the Company. Employees harassed by third parties may report incidents through the channels in Section 7 of this Policy.

5. Employee Well-being

The Group prioritizes employees' physical and mental health, organising regular activities to reduce stress, promote healthy lifestyles, and enhance communication and team cohesion.

6. Standards Establishment and Continuous Feedback

The Group conducts regular internal surveys and assessments to evaluate employee satisfaction, diversity and inclusion performance, and areas for improvement. Findings guide policy adjustments and are reported to stakeholders.

7. Reporting Channels for Violations

Employees may report policy breaches to the Group's Compliance Department (Tel: +86 4000571840; Email: geelyauto.coc@geely.com). The Group ensures confidentiality and prompt investigation of complaints.

8. Review of the Policy

The Policy will be reviewed annually by the Board of the Company and the Sustainability Committee to ensure its effectiveness.

9. Disclosure

The Policy is published on the Company's website for public access.