奇瑞汽车股份有限公司全球商业行为准则

Chery Automobile Co., Ltd.

Global Code of Conduct

目录

奇瑞汽车股份有限公司董事长致辞

身正行远 共筑未来

尊敬的全球商业伙伴、奇瑞全体员工：

奇瑞致力于成为创新驱动、全球信赖的智能出行生态引领者，“匠心打造卓越品牌”是我们的愿景，成为具有国际竞争力的世界级汽车企业是我们的战略发展目标。为此，我们始终坚持“客户至上、以人为本、自主创新、开放包容”的企业价值观。《奇瑞汽车股份有限公司全球商业合规行为准则》旨在支持这些价值观，为公司全球各地的所有员工的行为和业务活动设立标准。

当今世界局势风云变幻，愈发复杂，奇瑞面临的合规挑战也愈发严峻。我们的“研产供销”全价值链已经从中国走向世界，我们也希望践行全球公民的行为标准。因此，我们对 2018 年制定发布的《商业行为准则》进行了更新，适用于所有奇瑞下属的企业、品牌和员工，无论其在世界何地。

合法、合规、诚信、负责任的经营是我们企业成功的基石。公司的董事会始终秉承最高的道德标准，将合规作为企业文化的核心，从而赢得客户、股东、商业伙伴和大众的信任。

任何违反本《准则》的不当行为都可能给公司及品牌带来无可估量的损害，因此，我们要求公司所有管理者和员工都以合规经营为己任，认真阅读理解本准则，并在日常工作中秉承本准则提供的原则和指导，积极践行诚信、道德、合规的企业文化。

我们也要求商业伙伴认同并遵守和我们一致的价值观以及道德标准，携手提升价值链的整体合规水平。

尹同跃

奇瑞汽车股份有限公司董事长

Message from the Chairman of Chery Automobile Co., Ltd.

Integrity Paves the Way, Together We Shape Tomorrow

Dear Global Business Partners and All Employees of Chery,

Chery, driven by innovation, aims to become a globally trusted leader in the intelligent mobility ecosystem. Our vision is to "*Craft an Exceptional Brand with Dedication*", and our strategic development goal is to become a world-class automotive enterprise with international competitiveness. To this end, we have always upheld our corporate values of "*Customer First, People-Oriented, Independent Innovation, and Openness and Inclusiveness*." Our *Global Code of Conduct* is designed to support these values and set standards for the conduct and business activities of all employees across our global operations.

In an era of ever-changing and increasingly complex circumstances, Chery faces heightened compliance challenges. Our full value chain—spanning R&D, production, supply and sales—has expanded from China to the world. It is time for us to uphold the behavioral standards of a responsible global citizen. Thus, this Global Code of Conduct, replacing the 2018 version, applies universally to all subsidiaries, brands, and employees of Chery, wherever they are located.

Lawful, compliant, ethical, and responsible operations are the foundation of our success. The Board of Directors adheres to the highest ethical standards, making compliance at the core of our corporate culture, which helps us earn the trust of customers, shareholders, business partners, and the public.

Any misconduct or violation of this Code could cause immeasurable harm to the Company and its brands. Therefore, all managers and employees are expected to take compliance as their own responsibility, to read and thoroughly understand this Code, and to follow its principles and guidance in their daily activities. In doing so, we collectively foster a corporate culture grounded in integrity, ethics, and compliance.

We also expect our business partners to recognize and uphold the same values and ethical standards as ours, collaborating to enhance compliance across the entire value chain.

Tongyue Yin
Chairman of the Board of Directors of Chery Automobile Co., Ltd.

序言

奇瑞汽车股份有限公司秉承着“匠心打造卓越品牌”的企业愿景，将“自主创新”作为发展之本，致力于成为创新驱动、全球信赖的智能出行生态引领者。在此过程中，公司始终恪守商业伦理与道德底线，以诚实守信作为立身之本，把合法合规视为企业经营的基石。

为促进奇瑞在全球范围内的高质量可持续发展，公司依据各经营所在国或地区的法律法规和全球性公约，参照行业标准以及全球性公司的普遍商业实践，制定了《奇瑞汽车股份有限公司全球商业行为准则》（以下简称“准则”）。本准则是指导公司的管理层、员工或代表公司行事的人员以符合本公司价值观的方式开展业务活动的基本原则和指引。

本准则适用于奇瑞汽车股份有限公司及其分公司、全资及控股子公司（以下合称“奇瑞”、“我们”或“公司”）以及所有员工，包括董事会成员、管理层在内的全体正式员工、劳务派遣员工、兼职员工和临时员工。海外子公司和独立上市子公司基于经营所在地或者上市地法律法规要求可以制定并发布单独的行为准则，但是应与本准则的基本原则保持一致。参股公司可以参照执行本准则。本准则也是公司选择商业伙伴的重要标准。所有与公司有业务往来的商业伙伴也应参照本准则，确保与公司的合作在诚信和合规的基础上进行。

本准则是我们日常工作中具有约束力的指导方针，是内部制度以及劳动合同约定的条款的补充。所有员工都应认真阅读本准则并在日常开展业务及进行决策时严格遵守本准则的规定。公司对于任何违反法律法规、公司政策和本准则的不当行为采取零容忍态度，并将根据违规行为的严重程度采取对应的处理措施。

本准则为员工在代表公司进行商业活动中的行为提供基本原则和指引，但并不能涵盖商业活动的所有情况。员工在商业活动中难以依据本准则寻求答案时，可以通过以下思考，做出符合公司价值观和道德标准的决策：

1. 合法性：该行为或决策是否符合所有适用的法律、法规和内部政策？
2. 道德性：该行为或决策是否维护了公司的价值观和道德标准？
3. 合理性：该行为或决策是否具有合理的商业依据和符合通常的商业做法？
4. 对公众可解释性：若需要向客户、公众或监管机构解释这一行为或决策，是否能够清晰论证其合法性与正当性？
5. 公共性：该行为或决策是否符合客户、员工、商业伙伴和社区的利益？

若上述问题均回答“是”，你的行为或决策大概率符合公司准则；若存在任何否定回答或不确定，请立即联系上级主管及合规部，获取进一步指导。

当在工作中遭遇商业道德困境或法律难题时，员工应首先查阅本准则寻找指引，若仍存疑惑，须及时向上级主管或合规部寻求专业的帮助、指导与解释。此外，每一位员工都有义务如实报告所知晓的与公司相关的任何不合规事项。

Preface

Chery Automobile Co., Ltd. upholds the corporate vision of "Crafting an Exceptional Brand with Dedication" and regards "Independent Innovation" as the foundation of development. We are committed to becoming an innovation-driven and globally trusted leader in the intelligent mobility ecosystem. In pursuing this goal, the Company consistently adheres to the highest standards of business ethics and integrity, regards honesty and trustworthiness as fundamental to our conduct, and considers lawful and compliant operations to be the cornerstone of our business.

To advance the high-quality and sustainable development of Chery globally, the Company has developed the *Chery Automobile Co., Ltd. Global Code of Conduct* (hereinafter referred to as the "Code") in accordance with the laws and regulations of each country or region where we operate, relevant international conventions, industry standards, and prevailing business practices of global enterprises. This Code sets out the fundamental principles and guidelines for the Company's management, employees, and all people acting on behalf of the Company to conduct business activities in a manner consistent with our corporate values.

This Code applies to Chery Automobile Co., Ltd., its branches, wholly-owned and controlled subsidiaries (collectively referred to as "Chery," "we," or "the Company"), and all employees, including members of the Board of Directors, management, all full-time employees, dispatched employees, part-time employees, and temporary staff. Overseas subsidiaries and listed subsidiaries may develop and issue their own codes of conduct in accordance with the local laws and regulations or listing rules, but these codes must align with the fundamental principles of this Code. Associated companies may adopt this Code by reference. This Code also serves as an important criterion for selecting our business partners. All business partners engaging with the Company are expected to follow this Code to ensure that cooperation with the Company is conducted based on integrity and compliance.

This Code serves as a binding guideline for our daily work and serves as a supplement to the Company's policies and the terms of employment contracts. All employees must read this Code carefully and strictly follow this Code in their daily conducts and when making business decisions. The Company adopts a zero-tolerance policy toward any conduct that violates laws, regulations, Company policies, or this Code, and will take appropriate disciplinary actions based on the severity of the violation.

While this Code provides the basic principles and guidance for employee conduct when representing the Company in business activities, it cannot cover every possible situation. When employees cannot find a direct answer within this Code, they should consider the following questions to ensure their decisions align with the Company's values and ethical standards:

1. Legality: Does the conduct or decision comply with all applicable laws, regulations, and internal policies?
2. Ethics: Does the conduct or decision uphold the Company's values and ethical standards?
3. Reasonableness: Does the conduct or decision have sound business rationale and consistent with generally accepted commercial practices?
4. Public Accountability: If required to explain this conduct or decision to customers, the public, or regulators, can its legality and legitimacy be clearly justified?
5. Public Interest Alignment: Does the conduct or decision serve the interests of customers, employees, business partners, and the community?

If the answer to all the above questions is “yes,” your conduct or decision is likely to comply with the Code. If any answer is “no” or uncertain, you must immediately consult your supervisor and the Compliance Department for further guidance.

When facing an ethical dilemma or legal issue at work, employees should refer to this Code for guidance first. If unsure, employees shall promptly seek advice, guidance, and clarification from their supervisor or the Compliance Department. Furthermore, every employee has an obligation to honestly report any violations that they are aware of.

1. 基本行为要求

1. Fundamental Conduct Requirements

1.1 基本合规承诺

1.1 Basic Compliance Commitment

奇瑞是一家全球性公司，我们在开展业务时必须遵守经营所在国或地区的法律。

As a global enterprise, we are dedicated to adhering to all relevant laws and regulations within each country or region where we operate.

奇瑞作为商业主体，恪守诚信合规经营原则与公平竞争理念，严格执行反贿赂反腐败制度，规范礼品招待、政治捐赠、慈善捐赠和赞助管理，防范利益冲突，遵守反不正当竞争与反垄断法规，落实反洗钱及进出口贸易管制要求，承诺财务和税务合规，开展对个人信息的隐私保护，防范内幕交易，并积极推动价值链合规。

As a business entity, Chery upholds the principles of integrity, compliance, and fair competition in our operation and business. We strictly implement anti-bribery and anti-corruption policies, regulate the giving and receiving of gifts and hospitality, political donations, charitable donations, and sponsorships, prevent conflicts of interest, comply with anti-unfair competition and antitrust laws, fulfill anti-money laundering and trade control requirements, commit to financial and tax compliance, protect personal information and privacy, prevent insider trading, and actively promote compliance throughout the value chain.

奇瑞作为雇主，坚持“以人为本，开放包容”的企业价值观，尊重每个人的人格尊严及权利，严禁童工和强迫劳动，践行多元化与平等，杜绝针对任何个人和群体的歧视与骚扰，优化工作条件，保障职业健康安全，完善薪酬福利体系，重视员工代表机制，构建公平和谐的职场环境。

As an employer, Chery upholds the corporate values of “people-oriented, openness and inclusiveness,” respects the dignity and rights of every individual, strictly prohibits child labor and forced labor, promotes diversity and equality, eliminates discrimination and harassment against any individual or group, improves working conditions, ensures occupational health and safety, enhances compensation and benefits, values employee representation mechanisms, and fosters a fair and harmonious workplace.

奇瑞要求企业员工，以公平和负责任的方式严格履行职责，全力守护公司资产利益，确保公司实物资产安全，维护自身并尊重他人的知识产权，保障信息与数据安全，规范业务记录与文档管理，并规范对外沟通行为。

Chery requires its employees to perform their duties with fairness and accountability, fully safeguard the Company’s assets and interest, ensure the security of tangible assets, protect their own and respect others’ intellectual property rights, ensure the security of information and data, maintain proper business record-keeping and document management, and adhere to external communication protocols.

奇瑞作为社会成员，在保障公司、员工、商业伙伴和股东最佳利益的同时，积极践行社会责任，以透明化决策、良好判断力和诚信原则为指引，在保障产品质量、践行负责任营销、强化 AI 系统的道德和责任、推动环境保护的同时，积极维护社区关系。

As a member of society, Chery actively fulfills its social responsibilities guided by transparency decision-making, sound judgment, and principles of integrity, acting in the best interests of the Company, employees, business partners, and shareholders. We are committed to ensuring product quality, practicing responsible marketing, strengthening the ethics and accountability of AI systems, promoting environmental

protection, and actively maintaining community relationships.

1.2 合规领导力
1.2 Compliance Leadership

任何组织的诚信和合规文化始于管理者。

The integrity and compliance culture of any organization begins with its leaders.

奇瑞的管理者是公司合规价值观的引导者。管理者无论何时都应在道德、诚信与合规方面做出表率，并履行管理和监督职责，确保管辖范围内的所有人员理解合规的重要性及应承担的合规责任。管理者应创造充满信任的工作环境。管理者的决策应始终透明，表现出良好的判断力，并以诚信为指导。管理者应以适当、公平和负责任的方式履行职责，从而获得员工信任，使其敢于及时报告可能不合规的情况或者可疑的不当行为。

Leaders at Chery are the role models for the Company's compliance values. At all times, they must demonstrate exemplary behavior in ethics, integrity and compliance, fulfill their management and supervisory responsibilities, and ensure that all individuals within their scope of authority understand the importance of compliance and their corresponding responsibilities. Leaders must foster a work environment built on trust. Their decisions should always be transparent, demonstrate sound judgment and be guided by integrity. Leaders should carry out their duties in an appropriate, fair, and responsible manner to earn the trust of their teams and to encourage timely reporting of potential non-compliance or suspected misconduct.

奇瑞的管理者也是合规价值观的守护者。管理者应以身作则，严肃对待所有潜在不当行为的蛛丝马迹，并向审计中心/纪检办公室举报。管理者应履行对本准则执行的推动和监督职责，应支持员工遵守规则、促进敢于指出错误的文化和跟进违规行为的处理。

Leaders at Chery are also the guardians of the Company's compliance values. They must lead, by example, treat all indications of potential misconduct with seriousness, and report such matters to the Internal Audit Center or the Discipline Supervision and Investigation Department. Leaders are responsible for promoting and overseeing the implementation of this Code, supporting employees in adhering to the rules, fostering a culture in which people are encouraged to speak up, and ensuring that violations are addressed and followed up appropriately.

1.3 直言不讳
1.3 Speaking Up

奇瑞鼓励员工指出错误，即使这可能带来尴尬和造成不快。我们认为公司的合规和发展来源于每个员工的共同坚守。我们倡导平等和开放的文化，鼓励员工积极指出发现的错误行为和提出发展建议。我们将采取行动保护敢于直言的员工，维护这种积极的文化。

Chery encourages employees to voice wrongdoing, even if it may cause discomfort. We believe that the Company's compliance and growth come from each employee's dedication. We promote a culture of equality and openness, encouraging employees to actively report misconduct and suggest improvements. We will take action to protect employees who speak up and to maintain this positive culture.

所有员工均应按照举报程序报告任何针对违规行为的合理怀疑。员工可以向自己信任的上级主管报告违反内外部规定的问题、担忧或者合理的怀疑，也可以向公司内该领域的专业人士进行咨询。

All employees are expected to report any reasonable suspicion of misconduct in accordance with the whistleblowing procedures. Employees may raise issues, concerns, or reasonable suspicions of violations of internal or external rules with their trusted supervisor or seek advice from professionals within the Company who specialize in the relevant area.

2. 作为商业主体，我们坚守诚信合规经营、公平竞争

2. As a Business Entity, We Uphold Integrity, Compliance, and Fair Competition in Our Operation and Business

作为商业主体，奇瑞以诚实守信、合规经营的理念为指引，持续强健商业道德与合规管理，完善内外部风险防范和控制机制，积极打造全球合规经营能力。公司也充分发挥自身影响力，与多方共同建设负责任、可持续的商业环境，推动公司及汽车产业链的健康有序发展。

As a business entity, Chery is guided by the principles of honesty, integrity, and compliance. We continuously strengthen our business ethics and compliance management, improve risk prevention and control mechanisms, and actively build global compliance capabilities. The Company also fully leverages its influence to work with multiple parties to create a responsible and sustainable business environment, thereby promoting the healthy and orderly development of the Company and the automotive industry chain.

2.1 反贿赂反腐败

2.1 Anti-Bribery and Anti-Corruption

奇瑞致力于建立和维护廉洁、公平的商业环境。在全球任何经营地的业务往来中，包括公司通过外部商业伙伴进行的商业交易，都绝不容忍任何形式的贿赂和腐败行为。贿赂和腐败行为可能对公司和个人产生严重的后果，如对企业判处罚金，并对其直接负责的主管人员和其他直接责任人员处以徒刑或者拘役。

Chery is committed to establishing and maintaining an clean and fair business environment. In all business dealings worldwide, including those conducted through external business partners, we have zero tolerance for any form of bribery or corruption. Bribery and corruption may result severe consequences for both the Company and individuals, including fines for the enterprise and imprisonment or detention for directly responsible supervisor and other directly liability personnel.

全体员工必须严格遵守当地法律法规和公司的制度规定：

All employees must strictly comply with local laws, regulations, and Company policies:

(1) 拒绝行贿、受贿或参与其他腐败行为。

(1) Refuse to offer, accept, or engage in any form of bribery or corruption

(2) 不得向政府官员、商业伙伴、客户或其他第三方提供、给予、承诺任何有价值的物品，包括现金、实物或者非实物形式的等价物，以此不当的影响对方决策或获取业务优势。

(2) Never offer, give, or promise anything of value, including cash, goods, or non-goods equivalents, to government officials, business partners, customers, or other third parties in order to improperly influence decisions or gain a business advantage.

(3) 在商业合作中，所有决策应基于客观标准，如供应商选择、业务合作洽谈等，都不应受贿赂因素干扰。

(3) Ensure that all business decisions, such as supplier selection or business negotiations, are made based on objective criteria, free from the influence of bribery.

(4) 禁止支付“通融费”。“通融费”是指向政府官员提供现金或其他好处，满足其个人利益需求或加速其执行政府常规流程。

(4) Prohibit the payment of “facilitation fees” — i.e., cash or other benefits given to government officials to satisfy personal interests or expedite routine governmental processes.

(5) 应向公司的审计中心/纪检办公室举报所有可疑的腐败活动。

(6) Report any suspected corrupt activity to the Internal Audit Center or the Discipline Supervision and Investigation Department.

2.2 礼品与招待
2.2 Gifts and Hospitality

奇瑞坚决反对贿赂与腐败，但是不禁止为了维护日常商业关系进行的符合经营所在国或地区风俗和符合商业习惯的礼品与招待行为，但是这些礼品与招待行为不能违反法律法规的要求，不能超出合理范围并且不能被用于影响正常的商业决策。奇瑞要求所有员工都遵循适用的反腐败法律法规及内部相关的制度，合理谨慎地提供和接受礼品与招待。

Chery firmly opposes bribery and corruption but does not prohibit the exchange of gifts and hospitality that are customary in the country or region of operation and in line with business practices for maintaining daily business relationships, provided they do not violate applicable laws and regulations, exceed reasonable limits, or influence normal business decisions. Chery requires all employees to comply with relevant anti-corruption laws and internal policies, exercising carefully when offering or accepting gifts and hospitality.

员工在提供礼品与招待时，须确保其符合以下原则：

When offering gifts and hospitality, employees must ensure full compliance with the following principles:

(1) 所有行为必须基于正当商业目的，符合经营所在国或地区的法律法规、商业惯例及接受方的合规要求，不得用于获取或换取不正当利益。

（1） All activities must have a legitimate business purpose, comply with local laws, business practice, and the recipient’s compliance requirements, and never intended to obtain or exchange improper benefits.

(2) 禁止提供现金及现金等价物（如：礼品卡、抵用券、贵金属、有价证券等），以及价值过高、频率过密或奢侈的礼品与招待。

（2） Cash and cash equivalents (e.g., gift cards, vouchers, precious metals, securities) as well as excessively valuable, frequent, or luxurious gifts or hospitality are prohibited.

(3) 合理的礼品与招待必须遵循公司的相关管理制度及财务制度，并确保提供真实、准确的业务信息及报销资料。

（3） Reasonable gifts and hospitality must follow the Company’s management and financial policies, and all associated records and reimbursement documents are accurate and truthful.

员工在接受礼品与招待时，须确保符合以下原则：

When accepting gifts and hospitality, employees must comply with the following principles:

（1） 任何情况下，禁止向商业伙伴索要礼品或要求提供接待，亦不得以任何理由在商业伙伴处报销任何票据。

（1） Never solicit gifts or hospitality from business partners under any circumstances, nor request reimbursement of any receipts from business partners for any reason.

（2） 原则上，应尽量避免接受他人的礼品与招待。如果拒收礼物可能使对方感到窘迫或给工作关系带来不必要的影响，可暂时收下礼品，并按公司制度及时上报。

（2） As a general principle, employees should avoid accepting gifts or hospitality. If refusal may cause embarrassment or negatively affect a business relationship, the gift may be temporarily accepted but must be reported promptly in accordance with Company policies.

（3） 接受礼品和招待应符合经营所在国或地区的法律、习俗和商业惯例。不得因为接受礼品或招待做出不利于公司的决策和行动。

（3） Acceptance of gifts and hospitality must comply with laws, customs, and business practices of the country or region of operation, and never lead to decisions or actions detrimental to the Company.

（4） 拒绝接受频繁来自同一提供方的礼品和招待。

（4） Frequent acceptance from the same provider should be avoided.

2.3 政治捐赠、慈善捐赠和赞助
2.3 Political Donations, Charitable Donations, and Sponsorships

奇瑞恪守相关法律法规，包括反腐败法律等，杜绝为了我们的商业利益通过政治捐赠影响立法的过程。在中国地区，政治捐赠是不被允许的，我们承诺绝不进行政治捐赠。在中国以外的地区，在确保当地法律允许，有合理必要性且符合公众利益的情况下，在获得公司董事会的审批及授权后方可进行，在进行政治捐赠时我们将恪守公开及负责任的原则。

Chery adheres strictly to all applicable laws and regulations, including anti-corruption laws, and prohibits using political donations to influence legislation for our business interests. In China, political donations are not permitted, and we pledge to never make any political donations. Outside China, political donations require Board approval, must comply with local laws, be necessary and serve public interest. All political donations must be made with transparency and responsibility.

奇瑞通过对外捐赠，支持慈善项目或公益事业，从而履行社会责任。我们的捐赠必须用于特定主题（例如研究或教育），或是解决人道主义需求，包括紧急事件以及自然灾害（例如地震）等。我们的捐赠不以获取经济利益回报为目的。

Chery fulfills our societal responsibilities by making external donations to support charitable programs and public welfare initiatives. Donations must be used for specific purposes (such as research or education) or to address humanitarian needs, including emergencies and natural disasters (e.g., earthquakes). Our donations are not intended to obtain economic benefits in return.

奇瑞为了合法的商业目的开展赞助，但该行为均以合法合规为前提，禁止为了获得不正当竞争优势或其他不正当的目的而提供赞助。

Chery engages in sponsorships solely for legitimate business purposes, strictly subject to legal and regulatory compliance, and never provide sponsorships to gain unfair competitive advantages or for any other improper objectives.

奇瑞所有的捐赠和赞助活动都必须按照捐赠公司主体和赞助公司主体的经营所在国或地区的法律和法规执行，在捐赠和赞助活动中遵循透明、合规、审慎的原则，必须遵从公司的内部管理制度和财务会计制度，并且保存真实、完整、准确的协议与票据，接受第三方的审计。

All donation and sponsorship activities by Chery must be conducted in strict compliance with the laws and regulations of each country or region where the donating or sponsoring entities operate. These activities

must adhere to the principles of transparency, compliance and prudence, and conform to the Company's policies and financial and accounting procedures. Authentic, complete and accurate agreements and documents must be maintained and subject to third-party audits.

2.4 利益冲突
2.4 Conflict of Interest

奇瑞要求员工严格遵从公司《利益冲突管理规定》，及时报告利益冲突或疑似存在利益冲突的情形，并竭力避免与公司产生利益冲突或避免可能产生利益冲突的活动或者关系，保护公司的利益不受伤害。

Chery requires all employees to strictly comply with the Company's Conflict of Interest Management Policy, promptly report any actual or potential conflicts of interest, and make every effort to avoid conflicts of interest with the Company or situations, activities or relationships that may create a conflict with the Company's interests, thereby ensuring the Company's interests are not compromised.

利益冲突是指员工履行职务时代表的公司利益与私人利益之间实际存在的或者潜在的冲突。如果已经/即将采取的行动或享有的利益令员工难以客观公正、不偏不倚地履行职责，就会产生利益冲突，无论其是否必然造成对公司的利益损失或声誉的负面影响。

A conflict of interest refers to an actual or potential clash between the company's interests and an employee's personal interests. It arises when an action taken or to be taken, or benefits enjoyed, compromise the employee's ability to perform their duties objectively and impartially, regardless of whether it inevitably results in actual financial or reputational harm to the Company.

公司管理利益冲突的目的是保护公司和员工双方利益，通过申报实现信息透明，帮助员工理清界限，与员工一起解决冲突事项。利益冲突申报并不代表一定存在利益冲突，申报信息最终是否确认为利益冲突由公司依据相应标准和具体情形判断。但是，如果在申报过程中存在隐瞒不报的情况，会面临公司按照相关规定执行的处分与处罚。

The purpose of management of conflict of interest is to protect the interests of both the Company and employees. Information transparency is achieved through reporting to help employees clarify boundaries and resolve conflicts together with the Company. Reporting a potential conflict does not automatically mean that a conflict exists. The Company will determine whether a conflict of interest exists based on relevant standards and specific circumstances. However, concealing and failing to report will be subject to disciplinary measures in accordance with Company policies.

如果员工不能确定某些情形是否属于申报范围，有义务主动咨询上级主管或审计中心，并根据获悉的意见进行必要的书面申报。

If employees are uncertain whether certain situations require reporting, they are obligated to proactively consult their supervisor or the Internal Audit Center and submit the necessary written declarations based on the advice received.

2.5 公平竞争与反垄断
2.5 Fair Competition and Antitrust

公平和自由竞争在全球都受到反垄断和反不正当竞争相关法律法规的保护。违反反垄断法会给公司及相关员工带来严重的后果，如高额罚款、丧失公开竞标资格、赔偿损失、名誉受损和监禁等。

Fair and free competition is protected by antitrust and anti-unfair competition laws and regulations worldwide. Violations of antitrust laws can have serious consequences for the Company and its employees,

including substantial fines, loss of eligibility for public tenders, liability for damages, reputational harm, and even imprisonment.

奇瑞严格遵守全球各国及地区的反垄断与反不正当竞争法律法规，始终以公平、透明的方式参与市场竞争。我们不与竞争对手、供应商或者客户签订反竞争协议。当公司处于市场支配地位时，我们不滥用这种地位。

Chery strictly complies with antitrust and anti-unfair competition laws and regulations in all countries and regions and always participates in market competition in a fair and transparent manner. We don't enter into anti-competitive agreements with competitors, suppliers, or customers. When holding a dominant market position, we commit not to abuse it.

员工在日常工作中应该恪守适用的法律法规和公司制度，遵循以下行为规范：

Employees must comply with applicable laws, regulations, and Company policies, and adhere to the following rules of conduct:

（1）禁止与竞争对手交换或者讨论竞争性敏感信息，包括：市场、客户或区域分割，定价信息，产能、产量或配额，以及未来的产品开发战略及投资等。

(1) Do not exchange or discuss competitively sensitive information with competitors, including market, customer, or geographic allocations; pricing information; capacity, output, or quotas; and future product development strategies or investments.

（2）禁止无正当理由或采取非法手段获取竞争对手、客户、销售伙伴及供应商的保密信息，以及禁止编造、传播虚假信息或者误导性信息。

(2) Do not obtain confidential information from competitors, customers, sales partners, or suppliers without legitimate reasons or by illegal means, nor fabricate, spread, or disseminate false or misleading information.

（3）对于奇瑞可能占市场支配地位的产品，应谨慎设计与其相关的销售政策，特别是排他性协议、忠诚度折扣、不合理的价格、捆绑销售等。

(3) Exercise caution when designing sales policies for products where Chery may hold a dominant market position, particularly regarding exclusive agreements, loyalty discounts, unreasonable pricing, and bundled sales.

（4）除非获得合规部的审批，否则禁止与竞争对手开展联合研究和开发、基准制定、联合采购等行为，禁止与任何其他公司签署排他性或者限制其业务的协议，禁止限定经营商转售商品的价格。

(4) Unless approved by the Compliance Department, do not engage in joint research and development, benchmarking, joint procurement with competitors, sign exclusive or restrictive agreements with other companies, or impose resale price restrictions on distributors.

在无法确定某种情形是否有反垄断风险时，请咨询合规部。

In cases of uncertainty about the potential antitrust risks related to a specific situation, it is advised to consult the Compliance Department.

2.6 反洗钱及绝不资助恐怖主义
2.6 Anti-Money Laundering and Zero Tolerance for Terrorist Financing

洗钱是指将犯罪或其他非法违法行为所获得的违法收入，通过各种手段掩饰、隐瞒、转化，使其在形式上合法化的行为。对恐怖主义的资助除货币外，还可能包括货物或商品等其他资产。法律责任并不要求相关当事人意识到洗钱行为正在通过相关交易进行，即使是无意中参与洗钱活动，涉事方仍可能构成刑事犯罪。

Money laundering refers to the act of disguising, concealing, or transforming illegally obtained proceeds derived from criminal or other unlawful activities, making them appear legitimate. Terrorist financing includes assets like goods or commodities, not solely currency. Legal liability does not require the relevant parties to be aware that money laundering is being conducted through the transactions in question. Even unintentional involvement in money laundering activities may constitute a criminal offense for the parties concerned.

奇瑞承诺遵守全球反洗钱相关法律法规，不为洗钱活动提供便利，不资助恐怖主义，仅与从事合法商业活动且资金来源合法的客户、经销商、供应商等商业伙伴进行商业往来。

Chery is committed to complying with all applicable anti-money laundering laws and regulations worldwide, avoiding facilitating money laundering, prohibiting terrorism financing and only doing business with customers, distributors, suppliers, and other business partners who conduct legitimate activities with lawful funds.

员工应遵循以下原则开展反洗钱工作：

Employees shall adhere to the following anti-money laundering principles:

（1）在与第三方建立业务关系或与其进行交易时将开展审慎的检查，核实第三方的身份信息、经济背景以及付款来源，并依法配合金融机构开展“了解你的客户”相关的反洗钱调查。

(1) Conduct due diligence when establishing business relationships or engaging in transactions with third parties, verifying their identity, financial background, and source of funds, and legally cooperate with financial institutions in carrying out “Know Your Customer” (KYC) surveys and other anti-money laundering investigations.

（2）在日常交易过程中，时刻警惕可疑行为，其特征包括但不限于：

(2) Remain vigilant for suspicious activities during routine transactions, including but not limited to:

- 以商业发票或合同中标注的货币以外的货币付款。
- Payments made in currencies not listed in invoices or contracts.
- 利用大额现金或现金等价物支付的任何可疑交易。
- Suspicious transactions paid by large amounts of cash or cash equivalents.
- 款项付至或收自无明显商业往来关系的商业伙伴/国家。
- Funds to or from business partners/countries with no apparent commercial relationship.
- 高风险的国家或地区的客户参与交易。
- Transactions involving clients from high-risk countries or regions.

如第三方不能配合相关检查或员工发现任何可疑行为，应立即寻求合规部的帮助。

If a third party fails to cooperate with relevant inspections, or if employees detect any suspicious activity, they must immediately seek assistance from the Compliance Department.

2.7 出口管制与贸易制裁
2.7 Export Controls and Trade Sanctions

作为一家全球公司，奇瑞必须遵守经营所在国或地区适用的出口管制及海关法律以及经济制裁法。出口管制

可能与商业伙伴、产品、国家、资金来源和使用目的相关，适用于产品、服务、技术、软件、硬件及物项的转移，也包括电子邮件和云等。经济制裁常见的手段包括关税、贸易禁令、财产冻结、没收或抵制。这些制裁和法律可能限制我们在某些地区开展业务的能力。违反现行的贸易管制法律和法规可能给特定的公司员工、参与其中的公司高级管理者、公司及公司董事带来严重的刑事责任或者财务、声誉负面影响。

As a global enterprise, Chery must comply with applicable export control and customs laws, as well as economic sanctions regulations, in all countries and regions where we operate. Export controls may relate to business partners, products, countries, funding sources, and intended end-uses, applicable to transfer products, services, technology, software, hardware, and items, including via email and cloud storage. Economic sanctions can include tariffs, trade embargoes, block of property, confiscation, or boycotts, and may restrict our ability to conduct business in certain regions. Violations of applicable trade control laws and regulations can result in severe criminal, financial, or reputational consequences for specific employees, senior management involved, the Company and its directors.

在开展国际业务时，我们应：

When conducting international business, we shall:

（1） 遵守公司出口管制与贸易制裁合规政策以及适用的法律法规。

(1) Comply with the Company's export control and trade sanctions compliance policies and all applicable laws and regulations.

（2） 对交易对象进行审查，确保交易对象不在受制裁或受管制名单之列。

(2) Review all transaction counterparties to ensure they are not listed on sanctioned or restricted lists.

（3） 对产品、软件、硬件、技术或服务按照进出口管制法律的要求获得必要的许可证或其他授权，并进行分类记录及持续跟踪管理。

(3) Obtain necessary licenses or authorizations for products, software, hardware, technology or services in accordance with import/export control laws and maintain classification records with ongoing tracking and management.

（4） 完整、准确保存所有的进出口交易记录。

(4) Keep complete and accurate records of all import/export transactions.

（5） 如果有任何不能判断的情况，及时向合规部咨询。

(5) Seek advice from the Compliance Department whenever there is uncertainty.

2.8 财务诚信及税务合规
2.8 Financial Integrity and Tax Compliance

作为一家国际公司，奇瑞致力于向投资者、员工、客户、商业伙伴、公众及所有政府机构提供准确和真实的报告。我们承诺财务记录真实、准确、完整，并确保按照适用的会计准则和标准编制财务报告。

As a global enterprise, Chery is committed to providing accurate and truthful reports to investors, employees, customers, business partners, the public, and all government authorities. We ensure that our financial records are truthful, accurate and complete, and prepared in accordance with applicable accounting principles and standards.

奇瑞在全球多个地区开展业务运营，因此，我们需要根据所有相关税法和法规缴纳适当的税款，禁止为员工或第三方的逃税行为提供任何便利。我们致力于与所有相关税务机关积极沟通并建立透明的商业关系。

Given that Chery operates in multiple regions worldwide, we are required to pay the appropriate taxes in

compliance with all relevant tax laws and regulations. We will not facilitate tax evasion of employees or third parties in any way. We strive to actively communicate and maintain transparent business relationships with all relevant tax authorities.

2.9 禁止内幕交易
2.9 Prohibition of Insider Trading

奇瑞规定，未经授权，任何人不得使用或披露内幕信息。内幕信息，是指证券交易活动中，涉及公司的经营、财务或者对该公司证券的市场价格有重大影响的尚未公开的信息。不正当利用内幕信息是违法行为，可能给公司造成严重后果，导致个人及单位承担法律责任。

Chery prohibits any unauthorized use or disclosure of inside information. Inside information refers to non-public information in securities trading activities relating to the Company's operations or finances, or other information that may have a significant impact on the market price of the Company's securities. Improper use of inside information is illegal and may cause severe consequences for the Company and result in legal liabilities for individuals or entities involved.

全体员工须严格遵守国内外适用的法律法规及公司规定，履行信息披露义务，确保所有投资者平等获取重大信息：

All employees must strictly comply with applicable domestic and international laws, regulations, and Company policies, fulfilling disclosure obligations and ensuring equal access to material information for investors:

（1） 不得利用未公开的重大信息进行证券或金融工具的买卖，不得向他人（包括家人和朋友）泄露此类信息或建议他人交易。

(1) Do not trade securities or financial instruments based on material non-public information, and do not disclose such information to others (including family or friends) or recommend them to trade.

（2） 除了禁止利用内幕信息交易外，公司所有的董事、监事、高级管理人员还需遵守法律对于其买卖本公司股票的限制性规定，包括在特殊期限内卖出股票、减持股票的比例限制，以及对于短线交易和窗口期交易的限制。

(2) In addition to the prohibition on insider trading, all directors, supervisors, and senior management must comply with laws regarding restrictions on trading the Company's shares, including selling shares within specific time periods, percentage limitations on share reductions, as well as restrictions on short-swing and window period transactions.

（3） 掌握重大非公开信息员工需要格外谨慎注意自己的言行。

(3) Employees with access to non-public information must exercise utmost caution in communication and conduct.

2.10 价值链合规
2.10 Value Chain Compliance

奇瑞期望供应商、分销商、代理商、服务提供商等商业伙伴能够认同本行为准则及奇瑞的价值观，遵守适用法律，共同打造负责任和有道德的可持续商业价值链。

Chery expects its suppliers, distributors, agents, service providers, and other business partners to acknowledge and adhere to this Code and our corporate values, comply with applicable laws, and jointly build a responsible and ethical sustainable business value chain.

我们只与遵守法律、信誉良好的商业伙伴保持业务关系。我们基于客观标准，仔细甄选供应商和其他商业伙伴，以及对商业伙伴提出同本准则同样的要求，确保我们能与世界各地的优秀伙伴合作。

We only maintain business relationships with reputable partners that comply with the law. We carefully select suppliers and other business partners based on objective criteria and require them to meet the same standards set out in this Code, ensuring our associations with respected global partners.

2.11 个人信息及隐私保护
2.11 Personal Information and Privacy Protection

奇瑞重视个人信息，包括员工（含前员工和应聘者）、第三方和客户的个人信息，承诺严格遵守各经营所在国或地区的法律和法规要求，致力于以公平、透明和安全的方式收集、使用、保留和披露个人信息，尊重和保护信息主体的隐私。

Chery values personal information, including that of employees (current, former, and applicants), third parties, and customers. We are committed to complying strictly with applicable laws and regulations in all countries or regions where we operate, and to collecting, using, retaining, and disclosing personal information in a fair, transparent, and secure manner, while respecting and protecting the privacy rights of data subjects.

奇瑞基于法律法规要求，参照国际通行的标准建立个人信息及隐私保护的政策及程序，维护信息系统的安全，从而支持个人信息的保密性及完整性，并防止未经授权的内外部访问。

In accordance with the requirements of laws and regulations and in reference to internationally accepted standards, Chery has established personal information and privacy protection policies and procedures and maintains the security of its information systems to support the confidentiality and integrity of personal information, preventing unauthorized internal or external access.

员工应该严格遵循公司的相关制度，按照以下原则开展个人信息及隐私保护：

Employees must strictly follow the Company's policies and comply with the following principles when handling personal information and protecting privacy:

（1） 仅出于合法、预先确定的目的并以公开及透明的方式处理和保留必要的个人信息。

(1) Process and retain personal information only for legitimate, pre-defined purposes, and in a transparent and open manner.

（2） 遵循相关知情同意程序，获取信息主体的授权。

(2) Obtain the data subject's authorization in accordance with applicable notice and consent procedures.

（3） 使用有效的信息技术、采取物理安全措施，确保所有个人信息不被任何未经授权地使用、损坏、泄露、转移或移除。

(3) Use effective information technology and physical security measures to ensure that personal information is not subject to any unauthorized use, damage, disclosure, transfer, or removal.

（4） 仅在符合法律要求的情况下，向具有合理需求且确保可以有效保护个人信息的第三方分享个人数据。

(4) Share personal data with third parties only when legally permissible, necessary, and when they can ensure effective protection of personal information.

（5） 尊重信息主体的权利，并响应其就个人数据提出的查询和请求。

(5) Respect the rights of data subjects and respond to their inquiries and requests regarding personal

data.

（6） 禁止违规跨境传输个人数据。

(6) Prohibit the illegal cross-border transfer of personal data.

2.12 AI 治理
2.12 AI Governance

奇瑞致力于使用人工智能（AI）技术来改进产品和服务。我们严格遵守经营所在国或地区有关 AI 的法律法规与行业标准，并始终坚持道德和责任原则，以确保 AI 使用中的公平性、透明及可解释性、责任归属、安全及隐私保护和对行为安全的保障。

Chery is dedicated to using artificial intelligence (AI) technology to improve its products and services. We strictly comply with applicable laws, regulations, and industry standards on AI in the countries or regions where we operate, and we adhere to ethical and responsible principles to ensure fairness, transparency and explainability, accountability, security, privacy protection, and safety in the use of AI.

我们将持续关注各国和地区与 AI 相关的法律法规，开展持续的风险评估，规范 AI 治理行为。将按照相关法律法规和行业惯例，对 AI 在产品中的应用进行说明和解释。将定期审查和持续监控 AI 系统性能，确保 AI 系统对所有用户和群体公平适用，不容忍对特定群体的偏见和歧视。在使用 AI 技术处理数据时，将严格遵守适用的数据保护法律和法规，并采取必要的技术和组织措施来保护数据的安全。将确保对 AI 系统的开发、部署和使用进行适当的问责和监督，鼓励员工和用户向我们提供有关 AI 系统的担忧或建议，并将持续改进我们的 AI 技术，以更好地符合道德与合规要求。

We continuously monitor developments in AI-related laws and regulations across all countries or regions, conduct ongoing risk assessments, and standardize AI governance. We will, in accordance with relevant laws, regulations, and industry practices, explain and disclose the use of AI in our products. We will regularly review and monitor the performance of AI systems to ensure fair applicability for all users and groups, without tolerating bias or discrimination against any group. When processing data using AI technologies, we strictly comply with applicable data protection laws and regulations and take necessary technical and organizational measures to ensure data security. We ensure appropriate accountability and oversight for the development, deployment, and use of AI systems, encourage employees and users to provide feedback or raise concerns about AI systems, and continuously improve our AI technologies to better meet ethical and compliance requirements.

更多关于诚信合规经营、公平竞争的政策，详见奇瑞的内部制度规定，包括但不限于：《“阳光工程”管理制度》、《廉洁从业承诺书》、《公司业务招待操作管理规范》、《费用管理规定》、《利益冲突管理规定》、《海外子公司税务管理办法》、《税收管理规定》、《供应商行为准则》、《个人数据合规总则》、《个人数据共享、转让、披露管理规定》、《个人数据留存和处置管理规定规范》、《隐私保护设计（PbD）管理规定》等。

More guidance relating to integrity and compliance operation, and fair competition may be found in Chery’s policies and procedures, including but not limited to: *Integrity and Transparency Management Policy*, *Letter of Commitment to Integrity*, *Company Business Hospitality Operation Standards*, *Expense Management Policy*, *Conflict of Interest Management Policy*, *Overseas Subsidiary Tax Management Policy* , *Tax Administration Policy*, *Supplier Code of Conduct*, *General Provisions on Personal Data Compliance*, *Personal Data Sharing, Transfer and Disclosure Management Policy*, *Personal Data Retention and Disposal Management Policy*, and *Privacy by Design (PbD) Management Policy*.

3. 作为雇主，我们保障员工合法权益

3. As an Employer, We Protect Employees' Legitimate Rights and Interests

作为雇主，奇瑞视员工为公司发展的宝贵资源，将员工成长与公司发展紧密相连。公司为员工提供充分的权益保障、公平的职业机会、更好的发展前景、包容的工作环境，努力打造幸福奇瑞，让个人职业价值与公司发展实现统一共融。我们支持联合国全球契约的十项原则，并将十项原则融入企业的文化和日常运营。

As an employer, Chery regards employees as strategic treasure essential for the Company's growth, aligning individual development with organizational progress. The Company provides comprehensive rights protection, fair career opportunities, promising development prospects, and inclusive working environment, striving to a "Happy Chery" where personal career fulfillment and corporate growth are harmonized. We adhere to the Ten Principles of the United Nations Global Compact and integrating these principles into our corporate culture and daily operations.

3.1 自由择业、禁止童工及强迫劳动、反奴役和人口贩卖

3.1 Freedom of Employment, Prohibition of Child Labor and Forced Labor, Anti-Slavery and Human Trafficking

奇瑞严格遵守经营所在国或地区的适用法律、法规、命令和限制以及积极响应国际劳工组织的公约，包括但不限于：《国际人权法案》、《联合国儿童权利公约》、国际劳工组织的八项核心公约、《经济合作与发展组织跨国公司指南》及《联合国全球契约组织企业与人权指导原则》等，禁止使用任何形式的童工，招聘员工遵循自愿原则，反对强迫劳动、奴役及人口贩卖，并且要求供应链的合作伙伴采取同样的原则。奇瑞适时开展对供应链合作伙伴的检查，坚决不与违反以上原则的企业开展任何业务往来。

Chery strictly complies with applicable laws, regulations, orders, and restrictions in all countries or regions where we operate, and actively responds to the conventions of the International Labor Organization (ILO), including but not limited to: the International Bill of Human Rights, the United Nations Convention on the Rights of the Child, the ILO's eight core conventions, the OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights. We prohibit the use of any form of child labor, ensure that recruitment is based on voluntary principles, oppose forced labor, slavery, and human trafficking, and require our supply chain partners to adopt the same principles. Chery duly conducts compliance audits of our supply chain partners and will not conduct business with any entity that violates these principles.

奇瑞制定严格的人力资源管理政策及程序，在招聘时有效识别劳动者年龄，确保年龄不低于经营地劳动法对于童工的认定标准且不低于国际劳工组织《最低就业年龄公约》中的最低工作年龄标准。一旦发现童工，立即停止其工作，终止雇用童工并启用童工救济程序。在招聘中诚实、准确地向求职者介绍工作性质，绝不用虚假信息或者强迫手段，不得没收、销毁、藏匿或拒绝返还应聘者或员工的护照及其他政府签发的身份证件，不要求应聘者及员工为获取工作而提供资金或者其他形式的报酬。公司保证员工可以随时选择终止雇佣关系，不以暴力、威胁或者其他手段限制员工人身自由或者强制劳动。如果任何人知晓或者怀疑公司或者供应链合作伙伴存在违规情况，都应及时向上级主管、人力资源部门或者合规部报告。

Chery has established strict human resource(HR) management policies and procedures to effectively

identify the workers'age during recruitment, ensuring that the age is not lower than the recognition standards for child labor in the labor laws of the place of operation, and not lower than the minimum working age standard in ILO's Minimum Age Convention for Employment. Upon detections of child labor, we will immediately cease their work, terminate employment, and implement remediation procedures. During recruitment, the Company provides honest and accurate information regarding the nature of the work, never uses false information or coercion, and will not confiscate, destroy, conceal, or refuse to return applicants' or employees' passports or other government-issued identification documents. We will not require applicants or employees to pay any fees or any form of compensation for obtaining the positions. Employees are free to quit anytime. Restrictions on personal freedom, violence, threats, or forced labor are prohibited. Anyone is aware of or suspects a violation of these principles by the Company or its supply chain partners shall promptly report to their supervisor, the HR Department, or the Compliance Department.

3.2 多元化与平等对待、禁止歧视和骚扰
3.2 Diversity and Equal Treatment, Prohibition of Discrimination and Harassment

奇瑞崇尚多元化与平等，致力于落实"以人为本"、"开放包容"的公司价值观，我们坚信多元化与平等机会能够带来创新和竞争优势，促进企业的可持续发展。

Chery embraces diversity and equality, being committed to implement the "*People-Oriented*" and "*Openness and Inclusiveness*" corporate values. We believe that diversity and equal opportunity drive innovation and competitive advantages and foster the sustainable development of the Company.

公司承诺向所有员工提供平等机会，在招聘和晋升过程中，坚持公平、公正、透明的原则，尊重每位员工的努力与贡献，基于综合、客观的绩效机制做出人事决策，绝不允许因种族、肤色、国籍、语言、文化、宗教信仰、政治观点、年龄、婚姻状况、性别及性取向、身体残障情况及其他任何受法律保护的特征而进行歧视。

The Company is committed to providing equal opportunities for all employees. In recruitment and promotion, we adhere to the principles of justice, fairness, and transparency, respect for the efforts and contributions of every employee. HR decisions are made according to comprehensive and objective performance evaluation mechanisms. Discrimination based on race, color, nationality, language, culture, religion belief, political views, age, marital status, gender, sexual orientation, physical disability, or any other characteristic protected by law is strictly prohibited.

公司通过定期组织多元文化活动，促进员工之间的交流和理解，增强团队的凝聚力和协作精神。提供多元化的员工支持计划，帮助不同背景的员工更好地融入工作环境，发挥个人潜力。

The Company organizes multicultural activities to foster communication and understanding among employees, strengthening team cohesion and cooperation. We offer support programs to help employees from diverse backgrounds integrate better into the working environment and exert their full personal potential.

奇瑞倡导所有员工共同打造安全、无敌意的工作场所，绝不允许在工作场所中有任何形式的欺凌、恐吓、性骚扰等行为。任何员工发现或者怀疑存在遭受歧视或骚扰的情况，请向您信任的上级主管、人力资源部门报告，或者通过公开的投诉渠道进行投诉和举报。

Chery promotes all employees to maintain the safe and non-hostile workplaces. Bullying, intimidation, sexual harassment, and any similar conduct are strictly prohibited. Employees can report any discrimination or harassment they are aware of or suspect to trusted supervisors, the HR Department, or via our public complaint and whistleblower channels.

3.3 薪酬福利及工作时间
3.3 Salary, Benefits, and Working Hours

奇瑞在全球运营中严格遵守经营所在国或地区的法律法规，为员工提供符合法律要求的合理薪酬、福利、带薪假期和其他保障，切实保证员工的合法权益。奇瑞在全球范围内遵守所有适用的工作时间规定，保障合理休息时间，确保员工休息权利。

In our global operations, Chery strictly complies with the labor laws and regulations of each country or region where we operate, providing employees with fair salaries, welfare, benefits, paid leaves & vacations, and other protections as required by law to ensure employees' legitimate rights and interests. Chery also complies with all applicable working hours regulations worldwide, ensuring reasonable rest and protecting employees' right to rest.

奇瑞通过《员工手册》对薪酬、福利、假期、绩效及奖励、违规惩罚和工作时间等原则规定作出明确说明。针对每个员工通过劳动合同、邮件、补充协议等就其具体的薪酬和奖金以及长期激励等进行沟通，确保透明及公正。

Chery's Employee Handbook clearly specifies the principles governing salaries, welfare, benefits, leaves & vacations, performance review and rewards, disciplinary measures, and working hours, etc. Employee-specific terms regarding salary, bonuses, and long-term incentives are communicated with each employee through employment contracts, emails, or supplementary agreements, ensuring transparency and fairness.

3.4 职业健康与安全
3.4 Occupational Health and Safety

奇瑞致力于提供安全、健康的工作环境。我们将员工健康与安全视为核心准则，致力于以保护员工、供应商、客户及公众安全健康的方式开展所有业务。我们严格遵守运营所在国的职业健康安全法律法规，采取有效措施预防职业健康与安全风险，为所有员工提供符合职业健康与安全标准的各项必要保障，做好事故预防，制定应急预案并向员工提供指导，降低职业健康与安全相关风险及影响，以保护员工免受身体上和心理上的危害。

Chery is dedicated to providing safe and healthy working environment. We consider employees' health and safety a core priority and conduct all business in ways that protect the safety and well-being of employees, suppliers, customers, and the public. We strictly comply with occupational health and safety laws and regulations in all countries and regions where we operate, implementing effective measures to prevent relevant risks. The Company provides all necessary safeguards to all employees in accordance with occupational health and safety standards, maintains accident prevention systems, develops emergency response plans, and offers training and guidance to employees, aiming to reduce relevant risks and protect employees from physical and psychological harm.

3.5 员工代表机制
3.5 Employees' Representative Mechanism

奇瑞认可并尊重所有员工建立和加入工会及员工代表机构的基本权利，承诺与员工、员工代表和工会开展坦诚的沟通，并进行建设性的合作，以此寻求符合公司和员工双方利益的解决方案。

Chery acknowledges and respects the fundamental rights of all employees to form and join labor unions and employee representative organizations. We are committed to open communication and constructive

cooperation with employees, their representatives, and labor unions to find solutions that serve the mutual interests of the Company and our employees.

我们尊重全球员工的结社自由，员工可以自由选择加入或者不加入工会组织。工会成员不会因提出意见、表达疑虑或维护集体权益而受到歧视、报复、威胁或任何形式的不公正对待，也不会因此获得任何利益。

We respect employees' freedom of association worldwide, allowing them to freely choose whether to join a labor union. Members of labor unions shall not suffer discrimination, retaliation, threats, or unfair treatment for expressing opinions, raising concerns, or advocating collective rights, nor granted undue benefits for such actions.

更多关于保障员工合法权益的政策，详见奇瑞的内部制度规定，包括但不限于：《奇瑞汽车股份有限公司人权政策声明》、《薪酬管理规定》、《员工职业健康监护管理操作规范》、《安全生产管理制度》等。

More policies and guidance relating to protecting employees' legitimate rights and interests may be found in Chery's internal rules, including but not limited to: *Chery Automobile Co., Ltd. Human Rights Statement*, *Compensation Management Policy*, *Employee Occupational Health Monitoring Guidelines*, and *Production Safety Management Policy*.

4. 作为企业员工，我们守护公司资产利益

4. As Enterprise Employees, We Defend and Protect the Company's Assets and Interests

公司资产对于奇瑞取得业务成功至关重要。公司资产是指由奇瑞拥有或控制的、预期会给奇瑞带来经济利益的资源，包括有形资产和无形资产。公司有形资产包括现金及票据、房产、办公用品及设施、机器设备、库存产品及部件、印章、车辆、计算机硬件系统等物资。无形资产包括品牌商誉、知识产权、非专利技术、保密信息、商业机会、股权、土地使用权、信息资产等。公司员工应致力于保护公司的资产，在使用公司资产时符合公司政策规定且有经授权或者审批的恰当商业目的。如果出于非法目的对公司资产进行挪用、损害或侵占，公司将会采取相应的纪律处分。

Company assets are critical to Chery's business success. Company assets are resources owned or controlled by Chery that are expected to bring economic benefits, including both tangible and intangible assets. Tangible assets of the Company include cash and financial instruments, real estate, office supplies and facilities, machinery and equipment, inventory products and components, company seals, vehicles, computer hardware and other physical items. Intangible assets of the Company include brands, goodwill, intellectual property rights, non-patented technology, confidential information, business opportunities, equity, land use rights, and data assets. Employees shall be committed to protecting the Company's assets and using them according to Company policies, authorized or approved, and with legitimate business purposes. Any misuse, damage, or theft of Company assets for illegal purposes will result in disciplinary actions in respect.

4.1 知识产权保护

4.1 Intellectual Property Protection

奇瑞以"技术立企"，坚持"创新驱动"，知识产权是公司关乎核心竞争力的重要资产。知识产权包括公司拥有的专利权、商标权、著作权、专有技术和技术秘密等在工作中取得的应受保护的智力成果。公司建立了完善的知识产权管理体系，明确知识产权申请、运营、保护全流程管理规范，维护公司的创新成果和市场竞争力。所有员工都有责任保护公司的知识产权，确保其不被侵犯、滥用或泄露，也应充分尊重他人的知识产权。

Chery is developed on technology excellence and driven by innovation and intellectual property (IP) is the vital asset for our core competitiveness. Intellectual property includes patents, trademarks, copyrights, proprietary technologies, and trade secrets owned by the Company, as well as other protected intellectual achievements generated during work. In order to protect our innovations and market competitiveness, the Company has established a comprehensive IP management mechanism that guides the whole processes for IP application, use, and protection. All employees are responsible for protecting the Company's IPs and prevent them from any infringement, misuse, or disclosure, and must respect the intellectual property rights of others as well.

4.2 信息保密及数据安全

4.2 Information Confidentiality and Data Security

保密信息是奇瑞的宝贵商业资产，保护这些信息免受未经授权的使用或披露对于公司的持续发展和竞争能力至关重要。奇瑞设有专业团队负责信息安全管理，按照经营所在国或地区适用的法律法规并且按照 ISO27001 体

系的要求，制定一系列的信息安全、数据安全、网络安全相关的管理制度及程序，采取一切必要的措施防止网络中断及信息泄露、篡改和滥用，保护公司和客户的敏感信息和业务可持续性，维护公司的商业利益和声誉。

Confidential information is a valuable commercial asset of Chery and protecting it from unauthorized use or disclosure is critical to the Company's continuing growth and competitiveness. Chery has a dedicated team in charge of information security management and, according to applicable laws and regulations in countries and regions where we operate and the ISO 27001 standards, has developed a series of policies and procedures covering information security, data security, and network security. We take all necessary measures to prevent network interruptions, data leaks, tampering, or misuse, for the purposes of security of the Company's and customers' sensitive information, maintaining business continuity, and protecting the Company's commercial interests and reputation.

所有员工应该基于"必须知道"的原则，在获得授权的情况下，按照相关制度要求，采取必要控制措施后，方可在公司内外部分享保密信息。员工应避免在公共场合，如：电梯、餐厅、公共交通工具等，讨论或披露保密信息。员工在终止雇佣关系后，仍有义务保守保密信息，不得利用奇瑞的保密信息为新雇主服务。

All employees shall follow the "need-to-know" principle, sharing confidential information internally or externally only with proper authorization and necessary controls as defined in applicable policies. Employees shall avoid discussing or disclosing confidential information publicly, such as in elevators, restaurants, or public transport, etc. Employees remain obligated to maintain confidential information non-disclosed and shall not use Chery's confidential information to benefit any new employer.

4.3 业务记录与文档管理
4.3 Business Records and Document Management

奇瑞重视所有财务和非财务信息的客观和真实，要求员工确保向公司提交的个人信息、业务信息、财务信息及其他任何商业记录的准确性、真实性和完整性。如果员工蓄意用虚假信息欺骗或误导奇瑞，则不论是否获取任何不当利益或者是否给奇瑞造成损失，均可能受到公司的纪律处分。

Chery pays great attention to the objectivity and authenticity of all financial and non-financial information. Employees shall ensure the accuracy, truthfulness and completeness of all personal, business, financial information, and any other commercial records which are submitted to the Company. Intentional false information to deceive or mislead Chery may lead to disciplinary actions, regardless of personal benefit gained or loss borne by the Company.

所有员工应按照公司《档案管理制度》创建、保管、利用、移交和销毁纸质及电子记录，未经批准不得擅自销毁或篡改公司任何业务记录与通讯记录。

All employees shall comply with the Company's Record Management Policy when creating, storing, using, transferring, and disposing of paper and electronic records. No business or communication records can be destroyed or altered without approval.

4.4 对外沟通
4.4 External Communication

良好的企业声誉是奇瑞的重要资产。员工对外的不当信息表述（如：不实、虚假、违反公序良俗的言论等），可能被解读为公司的表态或成为证据被法庭、政府监管机构、媒体采纳，从而给公司的声誉带来负面影响。奇瑞要求员工严格按照关于严格执行公开发言和媒体采访活动"十项要求"的通知中的规定谨慎对外发表信

息，特别是在社交媒体上分享或者评论信息。未经公司授权任何员工不得以奇瑞员工身份就奇瑞相关的任何问题，擅自接受媒体或社会公众信息请求或采访要求，也不得代表公司出席公众活动或政治活动。

A good corporate reputation is an important asset of Chery. Inappropriate public statements by employees (such as false, misleading statements, or offensive remarks that violate public order and good morals, etc.) may be interpreted as the official position of the Company, or be used as evidence by courts, regulators, or the media, potentially harming the Company's reputation. Chery requires employees to strictly follow the Company's *Ten Requirements for Public Statements and Media Interviews* when sharing or commenting information publicly, especially on social media. Without authorization, no employee is permitted to response to any media or public information requests or interviews as a Chery employee regarding any Chery-related matters, nor represent the Company in public or political activities."

更多关于守护公司资产利益的政策，详见奇瑞的内部制度规定，包括但不限于：《固定资产管理规定》、《知识产权管理制度》、《专利管理制度》、《信息安全管理规范》、《数据安全管理规范》、《网络安全管理规范》、《档案管理制度》、《关于严格执行公开发言和媒体采访活动"十项要求"的通知》等。

More policies and guidance relating to protecting the Company's assets and interests may be found in Chery's internal rules, including but not limited to: *Fixed Asset Management Policy, Intellectual Property Management Policy, Patent Management Policy, Information Security Management Standards, Data Security Management Standards, Cybersecurity Management Standards, Record Management Policy, and the Notice on Strictly Implementing the 'Ten Requirements' for Public Statements and Media Interviews*.

5. 作为社会成员，我们履行应尽社会责任

5. As a Member of Society, We Fulfill Our Social Responsibilities

作为社会成员，奇瑞致力于全球人民生活幸福指数的提升和人类的可持续发展。我们通过提供高质量、安全、可靠和价值期待的产品和服务及负责任的营销提升全球用户的采购及使用体验，在经营过程中始终关注环境保护，采取各种措施降低对环境的伤害，实现绿色生产和运营。我们始终秉承全球公民的理念，积极履行社会责任，支持社区的发展。

As a member of society, Chery is dedicated to improving global well-being and promoting sustainable human development. We provide high-quality, safe, reliable, and value-driven products and services, along with responsible marketing, to enhance the experience for our worldwide customers. Our operations consistently prioritize environment protection by adopting measures that reduce environmental harm and pursue green production and operations. We always adhere to the principles of global citizenship, actively fulfill our social responsibilities and support community growth.

5.1 产品质量及安全服务

5.1 Product Quality, Safety & Services

奇瑞始终把产品质量放在首位，以“匠心质造，品创卓越”为愿景，将向顾客提供“零缺陷”的产品和周到的服务作为公司及每个员工始终不渝的奋斗目标。

Chery consistently emphasizes product quality as its top priority. With the vision of “Craftsmanship for Quality, Innovation for Excellence”, we commit to delivering “zero-defect” products and attentive services as the goal of the Company and every employee.

公司严格遵守全球市场国适用的技术法规，在产品设计、开发和生产过程中，严格执行质量检测标准，确保产品符合相关法规和行业标准。建立奇瑞生产方式（CPS），以“全员参与、标准化、持续改进、质量优先、缩短制造周期、杜绝成本浪费”为原则，通过全生产领域的体系化管理，实现标准化质量管控。通过收集客户反馈和市场调研，持续改进产品质量，不断提升客户满意度，严禁质量与安全疏漏，发现问题立即解决。同时，积极推动与供应商制定质量改善计划，共同提高产品和服务质量，维护和提高产品和服务形象。

The Company strictly complies with the applicable technical regulations of global markets. Throughout the product design, development, and manufacturing, we enforce rigorous quality inspection standards to ensure compliance with relevant regulations and industry standards. We have established the Chery Production System (CPS), based on the principles of “full participation, standardization, continuous improvement, quality first, shortened manufacturing cycles, and elimination of cost waste,” to achieve standardized quality control through system-wide management across the entire production process. Through customer feedback and market research, Chery consistently improves product quality and customer satisfaction. We prohibit any compromise on quality or safety areas and require addressing all identified issues immediately. We also work proactively with our suppliers to develop quality improvement plans, jointly improving the quality of products and services and maintaining and enhancing our product and service image.

5.2 负责任营销

5.2 Responsible Marketing

奇瑞致力于实施负责任的营销行为，确保产品和服务在推广过程中真实、透明、可靠，并邀请经销商遵循与

我们一致的原则，杜绝虚假宣传、夸大事实和误导消费者的行为，维护市场秩序和消费者权益。

Chery is committed to conducting responsible marketing practices to ensure that all product and service promotions are truthful, transparent, and reliable. We also expect our distributors to follow the same principles and prohibit false advertising, exaggeration, or any misleading behavior, thereby protecting market order and customer rights.

奇瑞承诺，确保所有营销和广告信息真实、准确，不夸大产品和服务的功能和效果，不误导消费者；提供透明、完整的产品和服务信息，帮助消费者做出明智的购买决策；遵守广告法规和行业规范，确保所有广告内容合法合规，不包含任何虚假、淫秽、暴力等不当内容；重视并积极处理客户的反馈和投诉，改进产品和服务质量，提升客户满意度；并且在营销活动中，融入社会责任理念，推广绿色、健康、可持续的产品和服务，倡导社会责任和环境保护。

Chery undertakes to provide truthful and accurate marketing and advertising information, without exaggerating product and service functions and performances or misleading consumers. We offer transparent and complete information of the products and services to help customers make informed purchasing decisions. We comply with advertising laws and industry standards and ensure all advertising contents are lawful and free from false, obscene, violence, or other inappropriate materials. We take customer feedback and complaints seriously and use them to improve our products and services, enhancing customer satisfaction. Furthermore, we embed social responsibilities into our marketing by promoting green, healthy, and sustainable products and services, and advocating for social responsibilities and environmental protection.

5.3 环境保护
5.3 Environment Protection

奇瑞始终践行绿色低碳发展理念，在全球运营中恪守各国环境保护法律法规，制定可持续发展环境目标，将环境保护与资源节约融入经营决策和业务全流程，从而最小化对环境的影响。

Chery consistently follows principles of green and low-carbon development. In global operations, we strictly comply with environment protection laws and regulations in all countries where we operate. We establish sustainable environmental goals, embedding environment protection and resource conservation into business decision-making and entire operation processes to minimize environmental impact.

奇瑞积极制定减碳目标，并携手供应链共同搭建碳管理体系，通过数字化手段提高碳管理效率，共同实现供应链的绿色低碳转型。我们将“环保、节能、健康、安全”理念融入产品设计与研发，采用清洁生产技术和环保工艺并采用节能设备，节约使用水、森林、矿产等自然资源和其他能源，减少一次性塑料制品的使用和降低废水、废气、固体废物排放，从而保护生物多样性和应对气候变化。对于生产过程中产生的废物，严格执行分类回收和合规处置标准，避免污染空气、土壤、水源及周边生态环境。制定完整详细的突发事件应对程序并进行定期演练，有效防范及降低污废泄露可能给社区带来的影响以及应对极端天气可能导致的运营中断风险。

Chery actively sets carbon reduction targets and collaborates with supply chain to build a carbon management system, using digital solutions to improve carbon management efficiency and work together to achieve a green and low-carbon transformation of the supply chain. We embed the concepts of “Environment Protection, Energy Efficiency, Health, and Safety” into product design, research and development, adopt clean production technologies, eco-friendly processes, and energy-saving equipment to conserve natural resources such as water, forests, minerals and other energy, reduce the use of single-

use plastics, and minimize emissions of wastewater, exhaust gases, and solid waste, thereby protecting biodiversity and addressing climate change. For waste generated during production, we strictly implement classification, recycling, and compliant disposal standards to avoid polluting air, soil, water sources, and surrounding ecosystems. We establish comprehensive emergency response procedures, conduct regular drills, and take effective measures to prevent and mitigate the potential impacts of pollution incidents on communities, as well as to prevent the disruption risks posed by extreme weather.

奇瑞通过培训等措施，培养员工的环保和节约意识，确保员工严格遵守公司与污染防治相关的政策及操作指南，负责任地使用自然资源，避免资源浪费行为。公司定期向全价值链伙伴倡导奇瑞的可持续发展理念，在采购中优先选取符合绿色环保标准的供应商，在业务合作中也始终重视和坚持选取具有相同环保理念的商业伙伴，联合全价值链共同实现环境的可持续发展。公司就环保问题积极寻求与各利益相关方的沟通。

Chery promotes environment protection and resource saving awareness among employees through training and various initiatives, ensuring that they comply with the Company's pollution prevention policies and operational standards, use natural resources responsibly, and avoid waste. The Company regularly advocates Chery's sustainable development philosophy to the entire value chain, prioritizing suppliers who meet green environmental standards in procurement, and consistently partnering with those who share Chery's environmental values to jointly achieve sustainability goals. The Company also actively seeks communications with interested parties on environment protection topics.

5.4 社区关系建设
5.4 Community Relations Maintain & Development

奇瑞尊重经营所在国或地区的人权、文化与习俗，以负责任方式开展运营，积极预防、减轻并纠正任何因为公司经营活动对社区造成的影响。公司依据适用的地方传统和当地法律获取土地、水和资源，避免任何非法驱逐行为，承诺不通过并购、开发或其他手段非法剥夺土地、森林和水域，尊重、促进和保护整个供应链中的土著人民和当地社区的权利。

Chery respects the human rights, cultures, and customs of the countries and regions where we operate. We conduct operations responsibly and actively by actively preventing, reducing and addressing any community impact caused by our business activities. The Company acquires land, water, and resources in compliance with applicable local traditions and laws, avoids any unlawful evictions, and commits not to use mergers and acquisitions, development, or other means to unlawfully deprive local communities or indigenous peoples of land, forests, or water. We respect, promote, and protect the rights of indigenous peoples and local communities across supply chain.

奇瑞重视来自社区的诉求，尊重当地社区享有教育、就业、参与社会活动等体面生活条件的权利，与当地政府管理部门、社团组织及居民紧密沟通，为当地社区提供就业机会，努力与社区建立公开、和谐的长期关系。公司积极履行对社区的义务和责任，支持当地教育发展，通过捐赠、志愿服务等方式支持社区发展，持续回报社会。

Chery values community concerns, respecting local community's rights of education, employment, and participation in social activities as part of a dignified standard of living. We maintain close communications with local governments, social organizations, and residents, provide employment opportunities for local communities, and strive to establish open, harmonious, and long-term relationships. The Company actively fulfills our obligations and responsibilities to communities, supports local education development, and contributes to community development through donations, volunteer services, and other initiatives, consistently giving back to society.

更多关于履行应尽社会责任的政策，详见奇瑞的内部制度规定，包括但不限于：《设备设施安全管理程序》、《召回管理办法》、《广告营销合规手册》、《能源使用管理办法》、《零毁林声明》、《供应链碳管理声明》等。

More policies and guidance relating to fulfill due social responsibilities may be found in Chery's internal rules, including but not limited to: *Equipment and Facility Safety Management Procedures, Recall Management Measures, Advertising and Marketing Compliance Manual, Energy Usage Management Measures, Zero Deforestation Statement, and Supply Chain Carbon Management Statement*.

6. 行为准则的实施支持

6. Support for the Implementation of the Code of Conduct

6.1 合规治理

6.1 Compliance Governance

奇瑞设立管理委员会负责合规治理，由董事长担任委员会主任，负责监督本准则的具体执行。

Chery has established a Management Committee for compliance governance, chaired by the Chairman of the Board, which is responsible for overseeing the specific implementation of this Code.

为提升全员合规意识，奇瑞以“全面性、区别性、适用性”建立并持续运行覆盖全体员工、管理层和普通员工相区别、重点岗位与其他岗位相区别、国家与地区相区别的合规培训体系，逐步夯实全员的合规能力。管理层必须参与年度合规领导力培训，签署《合规承诺函》，并向董事会汇报分管领域合规目标完成情况。

To strengthen compliance awareness across the organization, Chery has developed and continues to operate a compliance training system based on the principles of "comprehensiveness, differentiation, and applicability." This system covers all employees and offers customized training for management and non-management staff, high-risk positions and other positions, and regional needs, gradually enhancing overall compliance capabilities of all employees. Management shall participate in annual compliance leadership training, sign the Compliance Commitment Letter, and report to the Board of Directors on the achievement of compliance objectives in their respective areas of responsibility.

集团审计中心定期及不定期地开展审计，检查本准则的实施情况。

The Internal Audit Center performs regular and ad-hoc audits to examine the enforcement of this Code.

6.2 咨询与举报

6.2 Consultation and Reporting

奇瑞承诺建立良好的合规咨询与举报机制，鼓励所有员工、客户、商业伙伴和其他相关方就可能的违规问题进行咨询或举报。举报可以选择实名或者匿名的方式。公司承诺将对举报人提供的所有信息采取严格的保密措施，公司制定了《投诉举报及调查管理制度》明确了投诉举报人的保护程序，对报复行为采取零容忍的态度。

Chery is committed to establishing an effective mechanism for compliance consultation and reporting, encouraging all employees, customers, business partners, and other interested parties to raise compliance-related questions or report potential violations. Reports may be submitted anonymously or with identified details. The Company is committed to maintaining strict confidentiality for all information provided by whistleblowers. We have formulated the Whistleblowing and Investigation Management Policy, which specifies whistleblower protection procedures, and we maintain a zero-tolerance policy towards any retaliation.

全体员工可就本准则或其他合规要求的疑问、修改建议，随时向合规部咨询。员工有义务报告知晓的可能已违反/即将违反本准则要求或适用的法律法规的行为，但是坚决禁止事实虚假的举报行为。针对举报线索，审计中心/纪检办公室将进行受理登记，并按照线索会同相关部门进行讨论，在必要时组成独立调查工作组，按照公司的举报调查程序开展工作。

All employees may seek advice from the Compliance Department at any time regarding questions or suggestions on amendments to this Code or other compliance requirements. Employees are obliged to report any known or suspected violations of this Code or violations of applicable laws and regulations. However, intentionally false reports are strictly prohibited. Upon receiving a report, the Internal Audit Center or

Discipline Supervision and Investigation Department will record the case, discuss it with relevant departments, and, when necessary, form an independent investigation team to conduct investigation and relevant work in accordance with the Company's whistleblowing and investigation procedures.

违反法律或未能遵守本准则会给奇瑞和员工带来严重后果。任何被发现或举报的违规行为，经调查属实后，公司将依据情节严重性采取纪律处分，甚至解除劳动合同并依法追究责任。

Violations of laws or this Code can result in serious consequences on Chery and our employees. For the confirmed violations discovered or reported after investigation, the Company will take disciplinary actions based on the severity of the circumstances and may even terminate the employment contract and pursue legal responsibility.

报告违反法律或违反本准则的行为时，员工可以有多种选择。

Employees have multiple options when reporting violations of laws or this Code:

- 员工的上级主管：员工可以向自己信任的直接上级主管报告，也可以向更高一级的管理层报告；
- Employee's Supervisor: Employees may report to their trusted supervisors or escalate to higher-level management.
- 合规举报渠道：

  邮箱：hegui@mychery.com

  电话：+86 553-7526147
- Compliance Whistleblowing Channels:
  Email：hegui@mychery.com
  Phone: +86 553-7526147
- 合规咨询渠道：

  邮箱：cherycompliance@mychery.com
- Compliance Consultation Channel：

Email：cherycompliance@mychery.com

- 阳光工程举报渠道（舞弊、腐败、党纪相关重要案件）：

  阳光热线：+86 553-5923810/5922145

  阳光邮箱：yangguang@mychery.com
- Integrity and Transparency Whistleblowing Channel (Fraud, Corruption, discipline related cases) ：
  Integrity and Transparency Hotline: +86 553-5923810/5922145
  Integrity and Transparency Email：yangguang@mychery.com

海外员工在咨询或举报时，应确保提供的信息符合当地关于数据安全及个人隐私保护相关的法律法规的要求。

Overseas employees should ensure that the information provided during consulting or whistleblowing complies with local laws and regulations related to data security and personal privacy protection.