

Li Auto Inc.

Employee Rights and Interests Policy

We (“**Li Auto Inc.**”, “**Li Auto**” or the “**Company**”) recognize that employee rights and interests is a universal value and one of the core values of our corporate social responsibility commitments. We keep compliance with relevant laws and regulations, as well as international practice such as the United Nations Global Compact (UNGC) and the International Labor Organization (ILO), to respect and protect the rights and interests of employees.

We put our people first. Li Auto fully respects and protects the rights and interests of its employees, and is committed to provide safe and comfortable working environment, create inclusive and open cultural for employees in our operation and all business activities. We support and supervise our suppliers to protect employee rights and interests.

Applicable Scope

This Employee Rights and Interests Policy (the “**Policy**”) applies to Li Auto Inc. and all its employees, including its subsidiaries, wholly-owned subsidiaries, branches, and affiliated companies, as well as organizations and individuals assigned to work for or on behalf of Li Auto Inc.

General Principles

1. **Respect employee rights and interests.** We respect and protect the rights and interests of all employees of Li Auto and employees of our suppliers, including but not limited to freedom of speech, equal treatment, and prohibition against discrimination. We adhere to the principles of equality, justice, and fairness, and are committed to creating a diverse and inclusive work environment. We treat employees equally and prohibit any form of discrimination, oppression, and abuse, regardless of gender, race, religion, nationality, age, sexual orientation, or physical disabilities.
2. **Support employee development.** We comply with Chinese and international laws and regulations on labor rights and interests, establish and implement the “*Li Auto Employee Handbook*,” maintain a training system that matches the development of various talents to cultivate, motivate, and retain professional talents to meet the needs of enterprise development, provide equal employment opportunities and good career development paths for employees, develop globally competitive recruitment, employment, welfare, and incentive policies, ensure that employees enjoy fair treatment, create a safe, positive and excellent working environment, and establish a sound compensation system.

Rules

1 Freedom of Employment Choice

- 1.1 The Company and its suppliers should not employ forced labor force, labors restricted by contract (including by debt) or indenture, prisoner labors of an involuntary or exploitative nature, slaves, or trafficked persons. The Company and its suppliers should not use or permit the use of any form of threat, violence, force, coercion, mortgage (including debt repayment), abduction or fraud at any stage of the production process to transport, harbor, recruit, transfer, or receive any person or service.
- 1.2 All work must be voluntary, and employees are free to resign or terminate their employment relationship at any time.

2 Child Labor and Underage Worker

- 2.1 The Company and its suppliers are not allowed to use child labor at any stage of the production process. “Child labor” refers to any person who is under the age of 16 (in China) or the minimum employment age specified by Responsible Business Alliance (RBA), or below the minimum employment age in any country/region where the Company operates its business or the suppliers conduct their manufacturing activities (whichever is oldest). If any child labor is discovered, the Company and its suppliers must provide assistance/remedial measures.
- 2.2 The Company and its suppliers may hire minors who exceed the applicable legal minimum employment age but are under 18 years old. However, they are not allowed to engage in work that is recognized by regulations as endangering or may be endangering their physical or mental health, safety, or ethics, including night shifts and overtime work. The Company and its suppliers may conduct legal and voluntary workplace apprenticeship programs in compliance with applicable laws and regulations.
- 2.3 The Company and its suppliers should implement appropriate mechanisms to verify the age of employees.

3 Working Hours

- 3.1 The Company and its suppliers should undertake that the weekly working hours of employees should not exceed the time limit stipulated by local laws. In addition, the working hours of employees should be in compliance with the laws and regulations of the region/country where Li Auto operates business and the requirements of RBA.
- 3.2 The Company calculates and pays annual leave wages to employees in accordance with the law, ensuring that employees have the right to paid annual leave and are using their paid annual leave.

4 Compensation and Benefits

- 4.1 The Company and its suppliers should not implement discriminative remunerations on the basis of gender, and pay equal remuneration for equal work in accordance with the principle of equal payment. The remuneration paid to employees must be in compliance with laws and regulations relating to minimum salary, overtime work, and statutory benefits.
- 4.2 The Company provides employees with fair and transparent career development channels and a comprehensive promotion mechanism and conducts comprehensive assessment and evaluation of employees' work performance, capability, and results by carrying out appropriate performance evaluation. Employees should receive compensation at competitive levels in the industry, and incentive measures are established to encourage them to improve their professional abilities and ensure that the employees are rewarded to the fullest.

5 Humane Treatment

- 5.1 The Company and its suppliers should not treat its employees in a harsh and inhumane manner, including any form of sexual harassment, sexual assault, physical punishment, mental or physical coercion, verbal abuse, and nor should it threaten employees in connection with the commission of such acts.

6 Anti-discrimination

- 6.1 The Company is publicly committed to zero tolerance for harassment and discriminatory behaviors, opposes all forms of discrimination and harassment, and prohibits anyone from physically, psychologically, or verbally harassing or insulting others. The Company and its suppliers should promise to provide a workplace free from harassment and illegal discrimination. The Company and its suppliers should not discriminate or harass employees in the recruitment and employment process (such as with respect to salary, promotion, rewards, or providing training opportunities) due to factors such as race, skin color, age, gender, sexual orientation, race or ethnicity, social class, disability, pregnancy, religious beliefs, political affiliation, membership in an organization, military service, protected genetic information, or marital status.
- 6.2 The anti-discrimination and anti-harassment policy issued by the Company applies to all -work-related behaviors and extended workplaces, including meetings, trainings, and business trips held in other places. The Company and its suppliers shall proactively promote and employees on the need to observe the relevant code of conduct. If any discriminatory or harassing behavior is found, all personnel may report through the complaint procedure. If confirmed to be true, the person concerned will be subject to appropriate

disciplinary action in accordance with the “Li Auto Employee Handbook.” Anyone who obstructs the resolution of a harassment incident, retaliates against a harassment complainant, or false or malicious complaints will also be subject to disciplinary action.

- 6.3 The Company also provides anti-discrimination and harassment related training and communications to all employees to promote awareness of these requirements and foster a respectful and inclusive workplace.

7 Freedom of Association

- 7.1 The Company and its suppliers should, in accordance with local laws, respect the rights of employees to freely associate, collectively bargain, choose whether or not to join a labor union, and seek representation.

8 Reporting and Whistleblower Protection

- 8.1 The Company and its suppliers must inform their employees that they have the right to report and should also clarify the department responsible for handling incidents regarding employee rights and interests, the channels for reporting, and the process for handling reports and complaints. Please refer to the “Reporting Policy and Procedures” for details.
- 8.2 The Company and its suppliers should allow employees to openly communicate their thoughts and express their opinions with the management on issues covered by this policy, and promise not to threaten, retaliate, intimidate or harass employees for such communications.
- 8.3 The Company and its suppliers should establish relevant regulations and procedures to protect whistleblowers and should keep them confidential. A whistleblower refers to any person who discloses the improper behavior of an employee/manager within the Company.

9 Health and Safety

- 9.1 The Company and its suppliers should follow the principle of classified multi-tiered control to identify, evaluate, and reduce potential health and safety hazards that employees may encounter, provide appropriate and well maintained personal protective equipment for employees, and provide continuous occupational health and safety training.
- 9.2 The Company and its suppliers must take appropriate measures to avoid exposing pregnant and lactating women to high-risk work environments, eliminate or reduce risks to the health and safety of pregnant and lactating women in the workplace, and provide appropriate facilities for lactating women.

10 Privacy

- 10.1 The Company fully respects and safeguards the privacy of employees, and

prohibits the disclosure of personal information of employees, including education, age, residential address, work experience, contact information, physical condition, marital status, and salary information, to any person or other organization in violation of legal provisions; officers and security personnel of the Company are prohibited from monitoring on or listening to employees' conversations and correspondence without authorization, and from opening employees' mails, employees' mail packages, and etc. without authorization.

Supplementary Provisions

The Company shall review this Policy at least annually and revise it in accordance with changes in the relevant laws and regulations of the country(ies) and region(s) where it operates business and international conventions.