

Human Rights Policy

Introduction

During its global business operations, XPENG supports international norms related to human rights, including the Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights, International Labour Organization (ILO) standards, and relevant voluntary principles on safety and human rights. The Company is committed to understanding and recognizing human rights issues, respecting the culture, customs, and language of individual countries and regions, and working with international and regional communities in various business activities.

This policy is available in Chinese and English for readers' reference. In case of any inconsistency, the Chinese version shall prevail.

Compliance of Labor Practices

XPENG recruits talent based on fair, just, and open principles according to its business development needs. During recruitment, the Company does not use ethnicity, native origin, gender, skin color, family background, or religious beliefs as limiting conditions. The Company conducts due diligence investigations for positions that are important or specialized at a certain level after obtaining authorization from the parties concerned.

The Company prohibits the employment of child labor and does not use any products or services provided by companies employing child labor. The Company promises not to force or coerce labor and will not force employees to work against their will under any circumstances. If employees voluntarily and under necessary circumstances work overtime, they will receive corresponding remuneration or subsidies in accordance with legal requirements. The Company pledges not to engage in human trafficking or tolerate violent punishment, personal infringement, or verbal threats as methods of enforcing discipline and controlling employees.

XPENG incorporates the human resources review process into its risk management process and specifies in its "Employee Code of Conduct" that the Human Resources Department regularly checks the compliance of employment practices. If non-compliant situations are discovered, the Company will immediately terminate the behavior and handle it in accordance with laws, regulations, and relevant requirements. Since its establishment, the Company has not violated labor laws and regulations or relevant guidelines in its operating locations, nor has it employed child labor or forced or coerced labor.

The Company complies with applicable laws and regulations regarding freedom of association and respects employees' rights to form certain social organizations and engage in social activities. The Company provides operational support such as establishment, certification, and subsidies for employee-initiated interest clubs, including club membership, event planning, and accidental risk management, to broaden channels for employee participation in physical and mental health activities and create a good corporate culture atmosphere.

XPENG encourages employees to participate in social public welfare activities during their spare time but requires prior approval if Company resources are used.

Zero Tolerance for Harassment and Discrimination

XPENG publicly pledges zero tolerance for harassment and discrimination. The Company opposes all forms of discrimination and harassment, prohibits anyone from physically, mentally, or verbally harassing or insulting others, and is committed to providing all employees with a safe, healthy, and

harassment-free work environment, promoting mutual cooperation and respect among employees, and preventing discrimination and harassment from undermining gender equality and damaging personal dignity.

The anti-harassment policy issued by the Company applies to all work-related behaviors and extended workplaces, including conferences, training, and business trips held outside the office. The policy clearly defines discriminatory and harassing behaviors, processing departments, complaint channels, and complaint handling procedures. If any incidents of discrimination or sexual harassment are discovered, all personnel can file a complaint through the appeal process. Personnel found to be relevant will receive corresponding disciplinary action in accordance with the "Employee Code of Conduct." Anyone who hinders the resolution of harassment incidents, retaliates against complainants, or makes false or malicious complaints will also face disciplinary action.

Communication and Employee Satisfaction

XPENG actively promotes democratic management, provides diversified communication channels, encourages employees to provide feedback in a timely manner, listens to employees' suggestions on various aspects of the Company, and comprehensively improves employee satisfaction.

Public communication channel: all-staff email, office system information portal, official WeChat public account, subscription account, topic group, offline cultural wall, bulletin board, etc.

Private communication channel: immediate internal communication platform dialogue, HRBP (human resources business partner) appeal communication, employee relations group EAP (Employee Assistance Program) communication channel.