

27 AUGUST 2025

HUMAN RIGHTS & ANTI-SLAVERY

ECARX GROUP COMMITMENT

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1. Introduction

The ECARX Commitment to Human Rights & Anti-Slavery expands on our commitment in Section 3.7 of the ECARX Code of Conduct to conduct our business in a manner that respects the rights of all people.

Our Commitment to Human Rights & Anti-Slavery is a key part of the ethical approach we embed in our business as we strive to be *the* leading company in providing smart mobility solutions for the future.

2. Our Commitment to Human Rights & Anti-Slavery

Our commitment embraces all internationally recognized human rights standards including the UN Declaration of Human Rights and we expect business partners to do the same.

We comply with national law wherever we operate.

Where national law and international human rights standards conflict, we will comply with national law, and strive to uphold the principles underpinning the international human rights standards where they are higher.

We do not tolerate threats, intimidation, or attacks against human rights defenders in relation to our business operations and relationships and expect our third parties to follow the same policy. Consistent with the United Nations Guiding Principles, we are aware of our responsibility in certain circumstances to act together with other stakeholders where possible to prevent or mitigate threats, intimidation, or attacks.

We recognize that bribery and corruption may lead to negative impacts on human rights, and we strictly prohibit all forms of bribery and corruption through our **ECARX Anti-Bribery Policy**. We seek to embed human rights approaches into our antibribery and anti-corruption program.

3. Our Governance

This ECARX Group Commitment to Human Rights and Anti-Slavery was approved by the ECARX Executive Leadership Team led by the CEO on 27 August 2025.

Policies, guidelines, and standards including those covering human rights are also approved by the ECARX Executive Level Global Compliance Committee

This ECARX Group Commitment to Human Rights and Anti-Slavery extends to the obligations we place on all 3rd parties that we work with and is referenced in the **ECARX Supplier Code of Conduct**.

4. Human Rights & Anti-Slavery Priority Areas

4.1 Labour Rights

We commit to respect international labour rights as articulated in

- The Universal Declaration of Human Rights (UDHR); and

- The ILO Core Labour Rights Conventions

This commitment applies to both in our own operations and contractually with our third parties through the **ECARX Supplier Code of Conduct**

The above commitment also means **we prohibit Modern Slavery, including Forced Labour and Human Trafficking and prohibit discrimination and harassment in the workplace.**

We also commit to enable the following throughout our company: -

Freedom of association and collective bargaining - We respect the rights of all associates to freely join organizations of their choice without fear of reprisal or discrimination and engage in collective bargaining, according to applicable law. Where local laws restrict independent trade unions, associates can form worker committees or other organizations for their representation that are not prohibited under local law.

Living Wage - We pay all ECARX Employees a “living wage” which meets or exceeds their basic living costs. We respect all applicable laws and agreements on working time and paid leave. We also respect the right to rest and leisure, including vacation with pay and the right to family life. We encourage our third parties to apply the same approach in line with our expectations set out in the **ECARX Supplier/Partner Code of Conduct**

Health & Safety - We create and promote a safe and healthy workplace throughout our operations and require our third parties to implement rigorous health and safety standards, in line with our expectations set out in the **ECARX Supplier/Partner Code of Conduct.**

4.2 Human Rights & Technology

We recognize that all people have privacy rights and freedoms as articulated in the UDHR and the ICCPR. We are committed to responsibly use personal information to protect the privacy of our employees and other stakeholders as outlined in our Global Privacy Policy.

We are committed to design, implement, and deploy technology and artificial intelligence (AI) systems in a manner that respects the human rights of affected rightsholders including **the right to safety** and **the right to non-discrimination.**

5. Document History

Version	Approved Date	Effective Date	Change	Next Review Date
1.0	11 July 2023	30 September 2023	None – First Issue	11 July 2025
2.0	27 August 2025	27 August 2025	None – Second Issue	27 August 2027