

ZEEKR Intelligent Technology Holding Limited

Board Diversity Policy

The purpose of this policy is to set out the position of ZEEKR Intelligent Technology Holding Limited (“the Company”) on the diversity of its Board of Directors (“the Board”) and the approach it continues to take in achieving it.

1. Policy and Principles

The Company firmly believes that the board diversity is of great significance to in-depth discussion, proper decision-making and the independent operation of the Board of Directors.

The combination of skill and experience is fundamental to the operation of the Board. Given the extensive geographic layout of the Company’s business, its scale and complexity, and product supply range, the Board members are required to have various skills and professional backgrounds, including but not limited to rich international experience and thorough understanding of different fields.

With a view to achieving the overall sound operation of the Board, the commissioning of Board members is based on the skills and experience, as well as the diversity of the membership from different perspectives.

2. Measurable Objectives

Selection of candidates will be based on a range of diversity perspectives, including but not limited to age, gender, ethnicity and nationality, cultural and educational background, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Board’s composition will be disclosed in the Company’s annual report.

3. Monitoring and Review

The Company will disclose the Board’s composition under diversity perspectives, hence to monitor the implementation of this policy.

Regular review shall be conducted for this policy to ensure effective implementation.

4. Disclosure of the Policy

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This policy will be published on the Company's website for public information. A summary of this policy, the measurable objectives set for implementing this policy, and the progress made towards achieving those objectives will be disclosed in the annual report.

5. Other Information

This policy has been reviewed and approved by the Sustainability Committee. The Sustainability Committee owns the right of interpreting this policy.

In case of any discrepancies between the Chinese version and English version of this policy, the Chinese version shall prevail.