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Contemporary Amperex Technology Co., Limited

寧德時代新能源科技股份有限公司

*(A joint stock company incorporated in the People's Republic of China with limited liability)
(Stock Code: 3750)*

PROPOSED ADOPTION OF THE 2026 A SHARE EMPLOYEE STOCK OWNERSHIP PLAN

The Board resolved at the 13th meeting of the fourth session of the Board held on February 9, 2026 to propose the adoption of the 2026 A Share Employee Stock Ownership Plan by the Company, of which the implementation is subject to consideration and approval at the general meeting.

I. PROPOSED ADOPTION OF THE 2026 A SHARE EMPLOYEE STOCK OWNERSHIP PLAN

The Board resolved at the 13th meeting of the fourth session of the Board held on February 9, 2026 to propose the adoption of the 2026 A Share Employee Stock Ownership Plan by the Company, of which the implementation is subject to consideration and approval at the general meeting.

The key terms of this Stock Ownership Plan are set out as follows:

A. Purpose

The Company has formulated this Stock Ownership Plan in accordance with the provisions of the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, the Guiding Opinions on the Pilot Implementation of Employee Stock Ownership Plans by Listed Companies, the Self-regulatory Guidance No. 2 for Companies Listed on the Shenzhen Stock Exchange — Standardized Operation of Companies Listed on the ChiNext Market, and other relevant laws, regulations, regulatory documents, as well as the Articles of Association.

The purpose for which the Company establishes the employee stock ownership plan is to further improve the Company's corporate governance structure, establish and improve the Company's long-term incentive and restraint mechanism, attract and retain outstanding talent, fully mobilizing their enthusiasm and creativity, effectively enhance the cohesion of the core team and the core competitiveness of the Company, and align the interests of Shareholders, the Company and the core team, so that all parties will jointly focus on the long-term development of the Company, thus ensuring the realization of the Company's development strategy and business goals.

B. Eligible Participants

The participants of this Stock Ownership Plan are the mid-level management personnel and core backbone personnel (including foreign employees, but excluding Directors, senior management of the Company, and Shareholders or actual controllers who individually or collectively hold 5% or more of the Shares, and their spouses, parents, and children) of the Company (including subsidiaries within the scope of consolidated financial statements). The above participants are personnel who play an important role in the Company's operating results and future development, which is consistent with the purpose of this Stock Ownership Plan.

The above eligible employees shall participate in this Stock Ownership Plan in accordance with the principles of compliance with laws and regulations, voluntary participation, and self-assumption of risk, and the specific list shall be determined by the Remuneration and Appraisal Committee. There is no situation under this Stock Ownership Plan where employees are forced to participate in this Stock Ownership Plan through apportionment, mandatory distribution or other means.

The total number of employees participating in the initial grant under this Stock Ownership Plan is 4,956 persons, and the final number of participants shall be determined based on the actual payment status.

The participants reserved for the grant shall be determined by the Remuneration and Appraisal Committee as authorized by the Board, with reference to the criteria for the participants mentioned above and based on the subsequent actual development of the Company.

C. Source of Shares and Number of Shares

Source of Shares

The source of Shares for this Stock Ownership Plan will be the ordinary A Shares of the Company repurchased in the Company's dedicated securities account for repurchases. Upon approval of this Stock Ownership Plan at a general meeting, the ordinary A Shares of the Company held in the Company's dedicated securities account for repurchases will be acquired through non-trade transfer or other methods permitted by laws and regulations.

As of the date of this announcement, the Company's dedicated securities account for repurchases holds 31,982,306 A Shares of the Company, representing 0.7008% of the Company's current total share capital of 4,563,858,928 Shares. The final number of Shares held under this Stock Ownership Plan shall be subject to the number of Shares actually transferred.

Number of Shares

The size of this Stock Ownership Plan shall not exceed 4,046,802 Shares, representing 0.09% of the Company's current total share capital of 4,563,858,928 Shares. Among these, to meet the needs of the Company's sustainable development and to continuously attract and retain outstanding talent, this Stock Ownership Plan is proposed to set aside 500,000 reserved Shares, representing 12.36% of the total number of Shares under this Stock Ownership Plan and 0.01% of the Company's current total share capital of 4,563,858,928 Shares. The reserved portion shall be transferred after the holders of the reserved portion are determined. Prior to allocation, the reserved portion shall not be subject to calculation at Holders' Meeting.

If an employee waives the right to subscribe for or fails to pay the subscription funds in full for the granted portion, the employee shall be deemed to have automatically waived the subscription rights, and that portion of the equity interest shall become null and void.

D. Source of Funds and Transfer Price

Source of Funds

The funds for employee contributions under this Stock Ownership Plan shall be sourced from the employees' legal remuneration, self-raised funds, and other methods permitted by laws and regulations. The Company has not provided any financial assistance or guarantees to the employees. The Company is not aware of any arrangements by third parties to provide incentives, funding, subsidies, guarantees or balance making-up to employees for their participation in the stock ownership plan.

The total amount of funds under this Stock Ownership Plan shall not exceed RMB743.154719 million. The subscription unit is the "portion", with each portion being RMB1.00. The maximum number of portions under this Stock Ownership Plan is 743,154,719. Unless otherwise specified, the initial subscription for a single employee is 1 portion (i.e., a subscription amount of RMB1.00), and a single employee must subscribe for a number of portions that is an integral multiple of RMB1.00. The total amount of funds to be contributed by the participating employees is RMB743.154719 million, and the maximum number of Shares to be subscribed for by the employees is 4,046,802 Shares, which is calculated based on the purchase price of RMB183.64 per Share determined under this Stock Ownership Plan.

The specific amount and number of Shares for each holder under this Stock Ownership Plan shall be determined based on their actual contribution amount. The specific timing of payment shall be subject to subsequent notice. If a holder's subscription funds are not paid on time and in full, the corresponding subscription rights shall be automatically forfeited, and that portion of the equity interest shall become null and void.

Transfer Price

The transfer price under this Stock Ownership Plan (including for the reserved portion) is RMB183.64/Share.

The transfer price under this Stock Ownership Plan shall not be lower than the par value of the Shares, and shall not be lower than the higher of the following:

1. 50% of the average trading price of the Company's A Shares on the trading day immediately preceding the announcement of the draft of this Stock Ownership Plan (total trading value on the preceding trading day/total trading volume on the preceding trading day), which is RMB183.64/Share;
2. 50% of the average trading price of the Company's A Shares for the 20 trading days preceding the announcement of the draft of this Stock Ownership Plan (total trading value for the preceding 20 trading days/total trading volume for the preceding 20 trading days), which is RMB175.87/Share.

E. Allocation

The allocation of this Stock Ownership Plan among the Share holders is as follows:

Position	Proposed subscription portions ('0,000 portions)	Number of Shares corresponding to proposed subscription portions ('0,000 Shares)	Percentage of the Stock Ownership Plan
Portion under initial grant: Middle management personnel and core backbone employees (4,956 persons)	65,133.4719	354.6802	87.64%
Reserved portion	9,182.0000	50.0000	12.36%
Total	74,315.4719	404.6802	100.00%

The aggregate number of Shares corresponding to the equity interest acquired by any single participant under this Stock Ownership Plan does not exceed 1% of the Company's total share capital. The total number of Shares held by the employees under this Stock Ownership Plan excludes Shares obtained by participants prior to the initial public offering and listing of the Company's A Shares, shares purchased by them through the secondary market, and shares obtained through equity incentive.

F. Duration

The duration of this Stock Ownership Plan is 60 months, commencing from the date on which the draft of this Stock Ownership Plan is approved at the Company's general meeting and the Company announces the transfer of the last tranche of the Company's Shares to this Stock Ownership Plan. The duration may be terminated early or extended upon completion of the procedures stipulated in the draft. This Stock Ownership Plan shall terminate automatically upon the expiry of its duration if it is not extended.

G. Lock-up Period and Assessment Arrangements

This Stock Ownership Plan sets out a lock-up period and performance assessment conditions for the holders. An employee's actual unlocking percentage for a given tranche shall be determined based on their performance assessment results, as follows:

Lock-up Period

The underlying Shares under the initial grant under this Stock Ownership Plan shall be unlocked in three tranches. Each tranche is subject to a 12-month lock-up period, for a total lock-up period of 36 months, commencing from the date on which the Company announces the completion of the transfer of the last tranche of underlying Shares related to the initial grant to this Stock Ownership Plan. The proportions of the underlying Shares to be unlocked in each tranche are 30%, 30%, and 40%, respectively, as follows:

First tranche of unlocking: On the first trading day after the 12-month anniversary of the date on which the Company announces the transfer of the last tranche of underlying Shares under the initial grant to this Stock Ownership Plan, 30% of the total number of underlying Shares held under this Stock Ownership Plan shall be unlocked.

Second tranche of unlocking: On the first trading day after the 24-month anniversary of the date on which the Company announces the transfer of the last tranche of underlying Shares under the initial grant to this Stock Ownership Plan, 30% of the total number of underlying Shares held under this Stock Ownership Plan shall be unlocked.

Third tranche of unlocking: On the first trading day after the 36-month anniversary of the date on which the Company announces the transfer of the last tranche of underlying Shares under the initial grant to this Stock Ownership Plan, 40% of the total number of underlying shares held under this Stock Ownership Plan shall be unlocked.

Performance Assessment of Holders

The assessment of holders at individual level shall be organized and implemented in accordance with the Company's prevailing regulations on remuneration and assessment. The individual-level unlocking percentage shall be determined based on the assessment results in the table below:

Holder's Assessment Result for the Preceding Year	A/B+/B/B-	C/D
Holder's unlocking percentage (N)	100%	0%

Within each unlocking period of this Stock Ownership Plan, the actual number of interests of underlying Share to be unlocked by a holder for the current period = the planned number of interests of underlying Share to be unlocked by the holder for the current period × the unlocking percentage corresponding to the holder's annual assessment result.

H. Management of this Stock Ownership Plan

Upon obtaining approval at the general meeting, this Stock Ownership Plan shall be managed by the Company itself, and the specific method of implementation shall be determined based on the actual circumstances. The highest internal management authority of this Stock Ownership Plan is the Holders' Meeting. The Holders' Meeting shall establish a Management Committee and authorize it as the management body of this Stock Ownership Plan to supervise the daily management of the Stock Ownership Plan and to exercise shareholder rights on behalf of the holders, other than voting rights.

The Management Committee shall, in accordance with relevant laws, regulations, and normative documents as well as the relevant provisions of this Stock Ownership Plan, manage the assets of the Stock Ownership Plan, supervise its daily management, and safeguard the legitimate rights and interests of its holders, so as to ensure the safety of the assets of the Stock Ownership Plan and avoid potential conflicts of interest between other Shareholders and the holders of the Stock Ownership Plan. The management term of the Management Committee for this Stock Ownership Plan shall be from the date on which this Stock Ownership Plan is approved at the general meeting until the date on which this Stock Ownership Plan is terminated. This Stock Ownership Plan and the corresponding Management Measures for the Employee Stock Ownership Plan have clearly stipulated the rights and obligations of the Management Committee, and the risk prevention and segregation measures are sufficient.

The Board is responsible for formulating and amending this Stock Ownership Plan, and for handling other relevant matters of this Stock Ownership Plan within the scope of authorization granted by the general meeting.

I. Transfer

During the term of this Stock Ownership Plan, unless otherwise provided by laws, regulations, and normative documents, or with the consent of the Management Committee, the portions of this Stock Ownership Plan held by a holder may not be withdrawn, transferred, or used for mortgage, pledge, guarantee, debt repayment, or other similar disposals without authorization.

Implications under Listing Rules

The 2026 A Share Employee Stock Ownership Plan constitutes a share scheme under Chapter 17 of the Listing Rules and is governed by the applicable disclosure requirements under Rule 17.12 of the Listing Rules. However, it does not constitute a share scheme involving the issue of new shares within the meaning of Chapter 17 of the Listing Rules. According to relevant PRC laws and regulations, the 2026 A Share Employee Stock Ownership Plan is subject to the approval of shareholders at a general meeting.

The Company will propose a resolution at the general meeting to consider and, if thought fit, approve (among other things) the 2026 A Share Employee Stock Ownership Plan. A circular containing, among other things, details of the above resolution, together with the notice of the general meeting, will be despatched in due course.

II. PROPOSED ADOPTION OF THE MANAGEMENT MEASURES FOR THE 2026 A SHARE EMPLOYEE STOCK OWNERSHIP PLAN

In order to regulate the implementation of the 2026 A Share Employee Stock Ownership Plan and ensure its effective adoption, the Board proposes to adopt the Management Measures for the 2026 A Share Employee Stock Ownership Plan of the Company, subject to consideration and approval at the general meeting.

The above-mentioned administrative measures are formulated in accordance with the provisions of applicable laws, regulations, normative documents, and the Articles of Association, and are in compliance with the provisions of the 2026 A Share Employee Stock Ownership Plan.

III. AUTHORIZING THE BOARD AND ITS AUTHORIZED PERSONS TO HANDLE SPECIFIC MATTERS RELATED TO THE 2026 A SHARE EMPLOYEE STOCK OWNERSHIP PLAN

To ensure the smooth implementation of the 2026 A Share Employee Stock Ownership Plan, the Board proposes that, subject to the approval of the 2026 A Share Employee Stock Ownership Plan at the general meeting, a resolution will also be proposed at the general meeting to grant full authority to the Board and its authorized persons to handle all specific matters related to the 2026 A Share Employee Stock Ownership Plan, including but not limited to the following:

1. to handle the establishment, amendment, and termination of this Stock Ownership Plan;
2. to make decisions on the extension of the duration and the early termination of this Stock Ownership Plan;
3. to handle all matters in relation to the allocation, lock-up and unlocking of the Shares held under this Stock Ownership Plan;
4. to interpret the 2026 A Share Employee Stock Ownership Plan (Draft);
5. to authorize the Board to make corresponding adjustments to the price and/or number of such underlying Shares in the event of any capitalization of capital reserve, distribution of stock or cash dividends, share subdivision, share consolidation, or other similar matters affecting the Company prior to the completion of the non-trade transfer of Shares under this Stock Ownership Plan;
6. in case of adjustment in relevant laws, regulations, and normative documents, to amend and improve this Stock Ownership Plan based on any such adjustment;
7. to handle other necessary matters required for this Stock Ownership Plan, except for rights that are explicitly stipulated in relevant documents to be exercised by the general meeting;

With respect to the above authorized matters, except for those matters that are explicitly required by laws, regulations, normative documents, this Stock Ownership Plan, or the Articles of Association to be approved by a resolution of the Board, other matters may be directly exercised on behalf of the Board by the chairman of the Board or an appropriate person authorized by him.

The term of the aforementioned authorization shall commence from the date of approval by the general meeting of the Company and end on the date of completion of the liquidation of this Stock Ownership Plan.

DEFINITIONS

In this announcement, the following expressions shall have the meaning set out below unless the context requires otherwise:

“2026 A Share Employee Stock Ownership Plan” or “this Stock Ownership Plan” or “this Plan”	the 2026 A Share Employee Stock Ownership Plan proposed to be implemented pursuant to the 2026 A Share Employee Stock Ownership Plan of Contemporary Amperex Technology Co., Limited (Draft)
“Articles of Association”	the articles of association of the Company (as amended from time to time)
“A Share(s)”	ordinary share(s) with a nominal value of RMB1.00 each in the share capital of the Company which are listed on the Shenzhen Stock Exchange and traded in RMB
“Board”	the board of directors of the Company
“China” or “PRC”	the People’s Republic of China, except where the content or context requires otherwise
“Company”	Contemporary Amperex Technology Co., Limited, a joint stock company incorporated in the PRC with limited liability, whose A Shares are listed on the ChiNext Market of the Shenzhen Stock Exchange (Stock Code: 300750) and whose H shares are listed on the Stock Exchange (Stock Code: 3750)
“Director(s)”	the director(s) of the Company
“Holders’ Meeting”	the meeting of holders of this Stock Ownership Plan
“H Share(s)”	ordinary share(s) with a nominal value of RMB1.00 each in the share capital of the Company, which are listed on the Stock Exchange and traded in HKD
“Listing Rules”	the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited
“Management Committee”	the management committee of this Stock Ownership Plan

“Hong Kong”	the Hong Kong Special Administrative Region of the PRC
“Stock Exchange”	The Stock Exchange of Hong Kong Limited
“Participant”	participants of the 2026 A Share Employee Stock Ownership Plan
“Listing Rules”	the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited
“Remuneration and Appraisal Committee”	the remuneration and appraisal committee of the Board
“RMB”	Renminbi, the lawful currency of the PRC
“Share(s)”	ordinary share(s) in the capital of the Company with a nominal value of RMB1.00 each, including both A Shares and H Shares
“Shareholder(s)”	holder(s) of Share(s)
“%”	%

On behalf of the Board
Contemporary Amperex Technology Co., Limited
Mr. Zeng Yuqun
Chairman, Executive Director and General Manager

Ningde, the PRC, February 9, 2026

As at the date of this announcement, the Board comprises Mr. Zeng Yuqun as chairman and executive Director; Mr. Pan Jian, Mr. Li Ping, Mr. Zhou Jia, Dr. Ouyang Chuying and Mr. Wu Yingming as executive Directors; and Dr. Wu Yuhui, Mr. Lin Xiaoxiong and Dr. Zhao Bei as independent non-executive Directors.