

2021

SUSTAINABILITY REPORT

2021





About the report

By the second straight year, BYD presents their Sustainability Report. This document aims to strengthen the company's relationship with their stakeholders and account for the actions, projects and results achieved in 2021, providing information on their management, performance and initiatives related to sustainability within the principles of transparency and ethics that mark BYD's operations globally.



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Letter from the President

Dear reader,

2021 was especially a challenging year for BYD. The Coronavirus pandemic has been continued requiring of the company and their employees more efforts to ensure the operation, while measures with hard health protocols kept security for the team practice their daily activities normally. We played the role remaining the accelerate frequency of the operations and caring our employees' health, and consequently the community where we are insert health. In Brazil, BYD sold more than 250 million masks for companies and donated 3 millions masks for institutes and public agencies.

As the world's largest manufacturer of electrified vehicles and China's leading electric vehicle seller for nine years, BYD is at the forefront of transitioning from electrification to transportation on a global scale. We recently became one of the first companies to announce the end production of combustion engine vehicles and focus exclusively on battery-powered electric and hybrid models. In 2021, we broke sales records in China, surpassing 590,000 electric cars sold and consolidating our position among the third most valuable automakers in the world.

Another example of this commitment is in the development of the Blade Battery. The model has revolutionized the electric vehicle industry for a number of factors. The Blade Battery was designed to further enhance component safety, as it organizes single cells into an array, creating a highly efficient space compared to other lithium-iron-phosphate (LFP) batteries.

BYD has been innovating more and more and this can be seen in the last 27 years of the company's existence. Just look at the evolution in technology applied to lithium iron phosphate (LFP) batteries as well. BYD is, in fact, the largest manufacturer of this kind of batteries for which industry data shows there is substantially increased demand.

2021 was an exceptionally special year for BYD Brazil. The company took another step to consolidate in the country and started selling cars, launching one of the most sold and most successful electric vehicles of the brand worldwide: the BYD Tan EV. Our plans are bold. Our goal is to have 45 stores open by the end of 2022, with a presence in 65% of the Brazilian market.

We also celebrated important milestones for urban mobility, such as the departure of the first Skyrail from the production line, in Shenzhen, China, to Salvador, Bahia, which aims to generate low environmental impact and provide a new reality to the state's Subúrbio Ferroviário. In the last year, we delivered 12 articulated electric buses to Linha Verde in São José dos Campos, in São Paulo, too. These are the first 22-meter long 100% electric buses manufactured in Brazil, at the BYD plant in Campinas, with the capacity to transport 170 passengers per bus.

In addition, for the capture and storage of energy, at Intersolar 2021 we launched new national monofacial and bifacial photovoltaic modules, with nominal powers of 450W, 545W and 670W, and we announced the expansion of the production capacity of the Campinas plant (SP), maintaining BYD as the largest manufacturer of photovoltaic modules in Brazil. Our dream is to transform society and change human dependence from non-renewable energy to clean and sustainable energy sources, and we engage day after day to develop photovoltaic energy solutions, which are applied in small, medium and large solutions for segments residential, commercial, industrial, rural, investors, energy concessionaires, among others.

Expanding our focus on the Sustainability of our business, in 2021 we became part of the Brazil Network of the Global Compact, an initiative of the United Nations (UN) to mobilize the business community in the adoption and promotion, in their business practices, of ten principles universally accepted in the areas of human rights, labour, environment and anti-corruption.

We still have a long and hard way to go. The challenges are many, but our dream of building a more sustainable future is motivating and makes us confident in this purpose.

Thank you very much for your attention and good reading!



"From energy generation and storage to your applications, we are committed to providing sustainable, zero-emission solutions for a cleaner, more innovative ecosystem."

Tyler Li
BYD Brazil President

ABOUT US

With the aim of solving social problems and driven by technological innovation, BYD provides a package of sustainable solutions for cities to build a new energy ecosystem with zero emissions, facilitating the development of the low carbon industry.

The company

Philosophy

Core Values

BYD mission

BYD Brazil overview

Responsability with the
climate changes

Commitment with the
sustainable development

Awards

Timeline





The company



BYD's biggest goal is to fight climate change. With the slogan *Build Your Dreams*, the company was founded in 1995 from the dream of its founder, Mr. Wang Chuanfu, to allow China to grow without pollution through clean energy.

The company quickly developed solid expertise in rechargeable batteries and became a relentless advocate of sustainable development, successfully expanding its renewable energy solutions globally. The creation of a zero emissions energy ecosystem - comprising solar power generation, energy storage, and electrified transportation - has made it a leader in the energy and transportation sectors.

One of the largest private companies in China, BYD is present on six continents, in more than 70 countries. The company is listed on the Hong Kong and Shenzhen stock exchanges and has more than 290,000 employees, distributed in more than 30 factories around the globe, among them 40,000 research engineers who have developed more than 24,000 patents.

BYD was for four consecutive years (from 2015 to 2018) the largest global manufacturer of electric and plug-in vehicles and has been the leading electric vehicle sales and in China for nine years. The company is also the second largest supplier of components for cell phones, tablets, and laptops in the world.

For 27 years, BYD has championed a sustainable strategy on a global scale with powerful market planning. Their efforts have been widely recognized by the international community and have received awards such as the Zayed Sustainability Award, the UN Powering the Future We Want Energy Grant, and featured in Fortune magazine's "Companies that Change the World" list, among other international awards.

Philosophy

Pioneer in clean energy solutions

Power generation, efficient storage and electric mobility. BYD is focused on clean energy solutions, including electric urban transportation and renewable energy storage as part of a sustainable ecosystem, to be applied around the world to engage environmentally responsible urban development.

BYD believes in the zero emission cycle and society's ability to address and mitigate the biggest challenge of our generation: climate change.



BYD seeks to satisfy community interests for a better future through technological innovation, by social values and corporate responsibility."

Wang Chuanfu
BYD Global Chairman and President

Core values



EXCELLENCE

Motivate our dreams through vitality



PRAGMATISM

Make our dreams come true



PASSION

Boost our dreams



INOVATION

Cross barriers in the pursuit of our dreams

BYD mission

Technological innovations for a better life. During the day, solar farms capture sunlight; at night, energy storage systems provide power for families. Electric vehicles on the streets and SkyRail systems along green belts connect the city with zero emissions. BYD offers more possibilities for a better life and sees a future with new clean energy sources approaching. This is BYD's mission, and the green dream of all mankind.



BYD Brazil overview



BYD builds a zero-emission ecosystem, powered by electricity, which cities and nature coexist peacefully and clean, pure air is guaranteed.



"Brazil is the country with the greatest biodiversity on the planet, and BYD is committed to help and protect it with our innovative and sustainable products."
Stella Li
BYD Global Executive Vice President

This commitment has driven the company in Brazil since 2015, when BYD inaugurated its first 100% electric bus assembly plant in Campinas (SP). In 2017, it opened a second factory, also in Campinas, for the production of photovoltaic modules.

To supply the electric bus fleet, the company started, in 2020, the operation of its third plant in Brazil, in the Industrial Complex of Manaus (PIM), dedicated to the production of iron-lithium phosphate batteries (LiFePO4).

The company is also responsible for two SkyRail (monorail) projects in the country: in Salvador, with the VLT do Subúrbio, and in the city of São Paulo, with Line 17 - Ouro. In addition, BYD markets in Brazil forklifts, vans, trucks, vans and cars, all fully electric and non-polluting. More recently, due to the Covid-19 pandemic, to supply the lack of disposable masks globally, the company started to produce disposable masks and quickly became the largest manufacturer of disposable masks in the world.

In April 2021, BYD Brazil joined the Global Compact, a United Nations (UN) initiative to mobilize the business community to adopt and promote, in their business practices, ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption.

In November 2021, it took the first step towards the beginning of the commercialization of passenger cars in the country, with the presentation of the SUV model Tan EV and the appointment of EuroBike as the first electric car dealership of the brand in Brazil.



- Collaborators: 429
- Suppliers: 723
- Stakeholders: employees, suppliers, media, government, communities.



Responsability with the climate changes

Over the years, BYD has steadfastly followed a sustainable development path and makes every effort to address climate change. The company launched the "Cooling the Earth 1 °C" initiative as early as 2016 at the C40 Mayors Summit in Mexico. Wang Chuanfu, President of BYD, urged everyone to pay more attention to global climate change at the conference and reduce the warming of the planet.

In 2020, after China announced to the world its goal of achieving peak carbon by 2030 and carbon neutrality by 2060, BYD quickly mobilized and launched a planning study on carbon neutral in February 2021 to explore carbon footprints for the electric vehicle industry.

On August 10, 2021, BYD established the BYD Emissions Control Committee, officially starting the company-wide management and control journey to achieve carbon-neutral goals. On August 19, 2021, BYD launched the first "Zero Carbon Park", project in Pingshan Industrial Park, building the first zero carbon park of a Chinese car brand.

At COP26, the 26th United Nations climate change Conference, which took place in November 2021 in Glasgow, Scotland, BYD signed three important global agreements to accelerate the transition to clean vehicles.

In addition, the company has actively participated in international conferences and agreements, to discuss with the community the way to reduce climate change.

In 2021, BYD adhered to the São Paulo Environmental Agreement, which aims to encourage São Paulo companies, associations, and municipalities to make voluntary commitments to reduce greenhouse gas emissions in order to contain global warming below 1.5°C. The adhesion intends to induce the reduction of GHGs (GreenHouse Gases) in the next 10 years. The agreement also foresees the recognition of the signatories as members of the community of leaders in climate change, in addition to governmental technical support. This action encourages the implementation of new technologies and innovative solutions, highlighting the protagonism of the State in the climate agenda.





Commitment with the sustainable development

At the United Nations General Assembly in 2015, the Sustainable Development Goals (SDGs) were adopted to establish a sustainable society worldwide through social development, environmental protection, and inclusive economic growth. The timeline for these UN SDGs runs from 2016 to 2030.

BYD is a member of the Global Compact Rede Brazil, a United Nations (UN) initiative that aims to mobilize the business community to adopt and promote, in their business practices, Ten Universally Accepted Principles in the areas of human rights, labor, environment and anti-corruption. With the creation of the Sustainable Development Goals (SDGs), the Global Compact also took on the mission of engaging the private sector in this agenda.

BYD, as a corporate citizen, seeks to consider the SDGs in the way it conducts its business. By joining the Global Compact, the company commits to report annually on its progress in relation to the 10 principles. Thus, the initiative encourages the constant evolution of internal sustainability practices.



Actions aligned with the UN Sustainable Development Goals



Awards received in 2021

Globally

Gold Award of Appearance Design in China

Second Prize of National Award of Science and Technology Progress

Top 10 Excellent Brands of China Commercial Vehicle in 2021

2021 Top Energy Storage Brand

Guangdong "Trustworthy" Enterprise

2021 Supplier Gold Medal Excellent Supplier Award

Best Corporate Governance (G) Responsibility Award of 2021 ESG "Golden Responsibility Award" for Chinese Enterprises

2021 Social Responsibility Pioneer Award of Enterprises in Chengdu-Chongqing Double-city Economic Circle

Global Eletronic Achievement Award

No. 147 of Top 500 Chinese Enterprises

No. 7 of Top Hundred Eletronic Information Corporations of China

No. 7 of Top 500 Manufacturing Enterprises in Guangdong

No. 11 of Hurun China Top 500 Companies in 2021

China's 500 Most Valuable Brands in 2021

The Most Admired Chinese Company in 2021

Top 50 of Chinese Global Brand of BranZ

In Brazil



100 Most Influential in Energy 2021



Autodata Award 2021

Finalist in the Best of Automotive Industry category



Energy Leaders 2021 Award

Winner in the Research & Development category



Senai Morvan Figueiredo Logistics Panel Award

Winner in the Transportation Highlight category



Main events of BYD in Brazil and in the world

1995

Award-winning chemist Wang Chuanfu, a Chinese government researcher, founds BYD with 20 employees. His ultimate goal was to make China grow pollution-free through clean energy.



2002

BYD becomes the first Chinese supplier of lithium-ion batteries for Motorola and Nokia, becoming the largest Chinese manufacturer of IT components.



2003

BYD enters the automotive industry and completes the Xi'An plant. It launches the F3, its first private label model, which becomes a best seller.



2014

BYD arrives in Brazil bringing to the country great development in electric mobility, since then BYD has not stopped accumulating achievements in South America.



2016

BYD 100% electric buses are delivered in London, Sydney, Long Beach, Stanford, Amsterdam Airport, among others. BYD 100% electric cabs start operating in Campinas and São Paulo, and Brazil's first car sharing in Fortaleza.



2020

Working for a better world is BYD's hallmark, so at the beginning of the COVID-19 pandemic, the company decided to start producing disposable masks, a product that became scarce in the first months of the pandemic, and distribute them to several countries.



2021

On May 19, 2021, the one millionth BYD vehicle, a Han EV, rolled off the production line at BYD's headquarters and factory in Shenzhen, China. BYD was one of the first automakers to reach the milestone of producing one million electric cars in the world.



2021

In November 2021, it took the first step towards starting to market its passenger cars in the country, with the introduction of the BYD Tan EV model.



BYD PRODUCTS

Sustainability and innovation. This is how, globally, BYD has been building its dreams of a future where cities and nature coexist peacefully and where pure and clean air is guaranteed. To achieve this goal, the company operates in Brazil in the following segments:

Passanger cars

Urban mobility

Logistics

Solar energy

Disposable Masks

Customer satisfaction



Passanger cars



Electric vehicles are already a reality in the automotive market and are gaining more and more space in a sector that was previously dominated by combustion-powered models. Little by little, Brazil is also becoming part of this transformation scenario.

As the world's leading manufacturer of electric vehicles, BYD is a protagonist in the transition of electrification in transportation on a global scale, and places Brazil on another level by presenting quality, efficient and innovative electric vehicles.

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Leading the global electric vehicle market

BYD's pioneering work in developing battery technologies and manufacturing electric vehicles has led the revolution in the global automotive industry since the company entered this segment in 2003, led by innovative technologies and a well-calibrated global business strategy. In 2004, BYD unveiled its 100% electric concept car, the BYD ET, at the Beijing Motor Show, marking the debut of a clean energy model. In 2008, the world's first mass-produced plug-in hybrid vehicle - the BYD F3DM - was officially unveiled.



BYD HAN EV, brand icon globally

In 2020, the BYD Han was launched with performance parameters that set 12 world records and nine in China. The BYD Han remains a sales leader in the mediums to large luxury sedan market, with the same credentials as rival models from the three German luxury car giants.

In May 2021, BYD celebrated a major milestone by becoming one of the first automakers to produce one million electric cars. In the first half of 2021, the company sold a total of 150,211 electric passenger cars worldwide. Already in the second half of the year, in the month of October, BYD broke sales records, and secured more than 80,000 vehicles in a single month. By the end of the year, the company will become the number 1 selling electric vehicles in China, breaking sales records and surpassing 590,000 electric cars sold by 2021.

By 2021, Shenzhen, China, BYD Global's headquarters city, has become the city with the highest rate of electric vehicle adoption, exceeding 30%, as well as the replacement of combustion vehicles with electric vehicles for app cars.



“BYD values safety and high technology. These characteristics together are key to the high performance of its electric vehicles, thus accelerating the transition from combustion to electric cars.”

Henrique Antunes
BYD Brazil Sales Director



Blade Battery

BYD is one of the largest global manufacturers of batteries and electric vehicles. And, as could not be otherwise, the battery is undoubtedly one of the protagonists of the company's vehicles.

BYD's Blade battery is designed to reduce battery safety issues as it organizes singular cells into a matrix and then inserts them into a battery pack, creating highly efficient space compared to other lithium-iron-phosphate (LFP) batteries.

This battery model has undergone extensive development, including nail and furnace tests. And no tests resulted in fire or any kind of explosive response. In fact, BYD's battery reached an incredibly low temperature of 60 degrees Celsius after rigorous testing.

The heavy truck pressure test is a BYD safety standard that is more stringent than the Chinese standard. In the test, a fully loaded 46-ton truck passed over the Blade Battery pack, which came out without leakage, deformation or smoke, perfectly intact and ready to be used in an electric vehicle. The test results under such extremely harsh conditions are enough to prove the Blade Battery's superior performance in terms of safety and endurance.

With its excellent safety, strength, autonomy, long life, and power, all well recognized by the market, the BYD Han, the first model equipped with the Blade battery has sold more than 10,000 units per month consecutively since its launch in July 2020, successfully establishing itself in the mid- to large-size luxury sedan market.

Since April 2021, BYD has been adopting this type of battery in the brand's electric models. As a result, the vehicles have become safer and help to accelerate the pace of electrification globally.





BYD's first electric cars in Brazil

BYD TAN EV

In November 2021, BYD launched in Brazil one of the company's best-selling and most successful electric vehicles and the first passenger car to be marketed by the brand in the country, the BYD TAN EV.

The model is the first SUV 100% electric, with seven seats ever sold in Brazil. BYD combined two desires of consumers: the search for products that do not harm the environment and the category of cars that grows more in Brazil, the SUV segment.

The design of the TAN EV is one of its key differentiators. In terms of styling, BYD's international design team, led by internationally renowned designer Wolfgang Egger, formerly head of design at Audi, has combined European design talent with Eastern heritage to create an SUV powerful and dynamic looking. The BYD Tan EV represents a new era of design for BYD, combining beauty, emotion, and inspiration in nature.



BYD TAN EV

BYD HAN EV

In April 2022, the HAN EV, was launched in the Brazilian market. Thus, this premium electric sedan became the second passenger vehicle to be marketed by BYD in the Brazilian territory.

The HAN EV combines the best of eastern and western design aesthetics. With its striking front grille, Dragon Claw tail lights, and other features, the car's stylized design has created a vehicle that has defined a new era for luxury vehicles made in China. The side curves, meanwhile, are more fluid and the rear lights echo the front end.

This design made the HAN EV one of BYD's most beautiful and advanced models. In 2021, the vehicle stood out among nearly ten thousand entries competing in the product design category and thus became the first sedan model from a Chinese brand to win the world-renowned "IF Design" award. The event, which has been held since the 1950s, aims to identify "innovative, bold, and imaginative designs for the future."

The BYD TAN EV and BYD HAN EV offer the renowned Dragon Face design, which highlights the style of the models produced by the BYD family. The full LED headlights are striking, have penetrating power, and literally resemble a "giant dragon with its eyes open".



BYD HAN EV

Ensuring zero defects based on effective inspection and strict control

BYD strictly controls the whole process from incoming materials to delivery, inspects materials, semi-finished products and finished products according to the product quality planning requirements, and conducts various performance and function tests, so as to ensure that the products can meet the requirements of customers. Relevant management procedures and inspection standards are in place for each stage.

BYD's Automobile Industry Cluster Product Inspection Procedure ensures that all products conform to regulatory requirements through standardized inspections, particularly in terms of inspection preparation (inspector credential, equipment, environment, basis, and procedure), product inspection requirements, shipping inspection requirements, handling of anomalies during inspection, analysis of inspection data, and archiving of inspection records. All vehicles are sufficiently inspected before they leave the factory.



Sustainable urban mobility

In all parts of the world, mobility is the great challenge of cities. The high concentration of people in large urban centers makes the need to ensure that everyone can get around quickly, efficiently and sustainably an ideal to be achieved.

BYD develops intelligent and sustainable solutions in order to promote a zero emission public transportation system. The company operates in Brazil in the area of public transportation aiming to improve people's quality of life, bringing non-polluting, comfortable and silent transportation options.



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Bus Chassis



BYD 100% electric bus in São José dos Campos (SP)

BYD, was the responsible for the world's first fleet of all-electric buses into commercial operation in 2010. Today, these models help in the electrification of public transportation in 400 cities around the planet. The company has a 100% electric bus chassis factory in Brazil, located in Campinas (SP), which produces five chassis models:

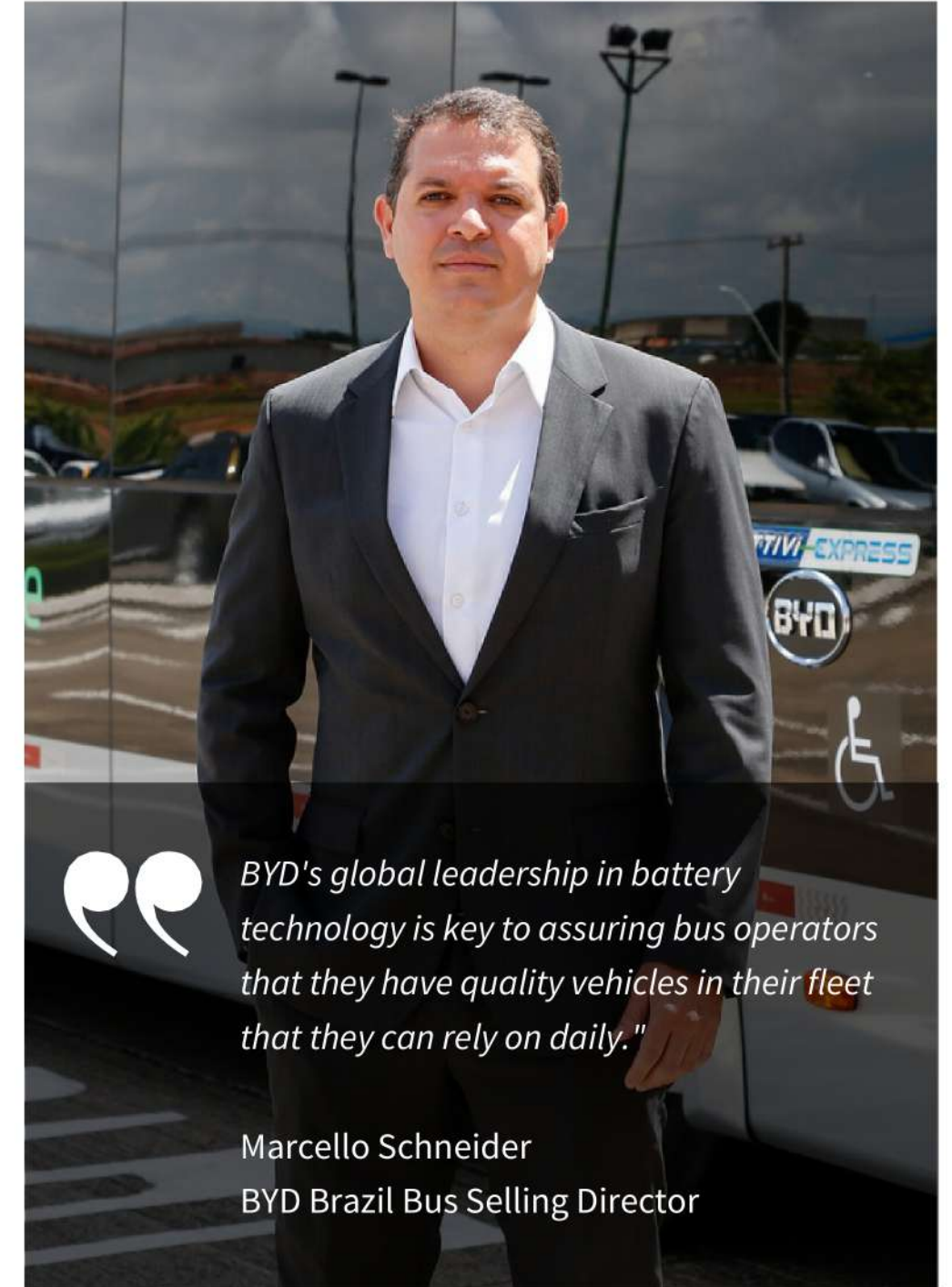
- D9W - Low floor for application in body up to 13.2m long
- D9A - High floor for application in body up to 13.2m long
- D9F - For freight operations and short and medium distance road lines
- D11A - High floor for urban application (especially to BRT projects) in bodies up to 23m long
- D11B - Low floor for urban application in bodies up to 22m long.

In early 2021, BYD won the bid to produce 12 electric vehicles for the new public transportation fleet in São José dos Campos. In November of the same year, the buses were delivered and are currently circulating on the Linha Verde corridor in São José. They are the first 100% electric buses 22 meters long manufactured in Brazil, with a capacity to carry 170 passengers per trip. This implementation made the city take a big step towards becoming one of the most sustainable cities in São Paulo in urban mobility.

Globally, the company has reached the milestone of more than 70,000 100% electric buses delivered by the end of 2021. On a global scale, by December 2021, BYD's electric buses have covered 5.5 billion kilometers, reducing CO2 emissions by 3.8 million tons. In Brazil, buses with BYD chassis are currently circulating in 20 cities, in all regions of the country.



BYD 100% electric buses in São Paulo (SP)



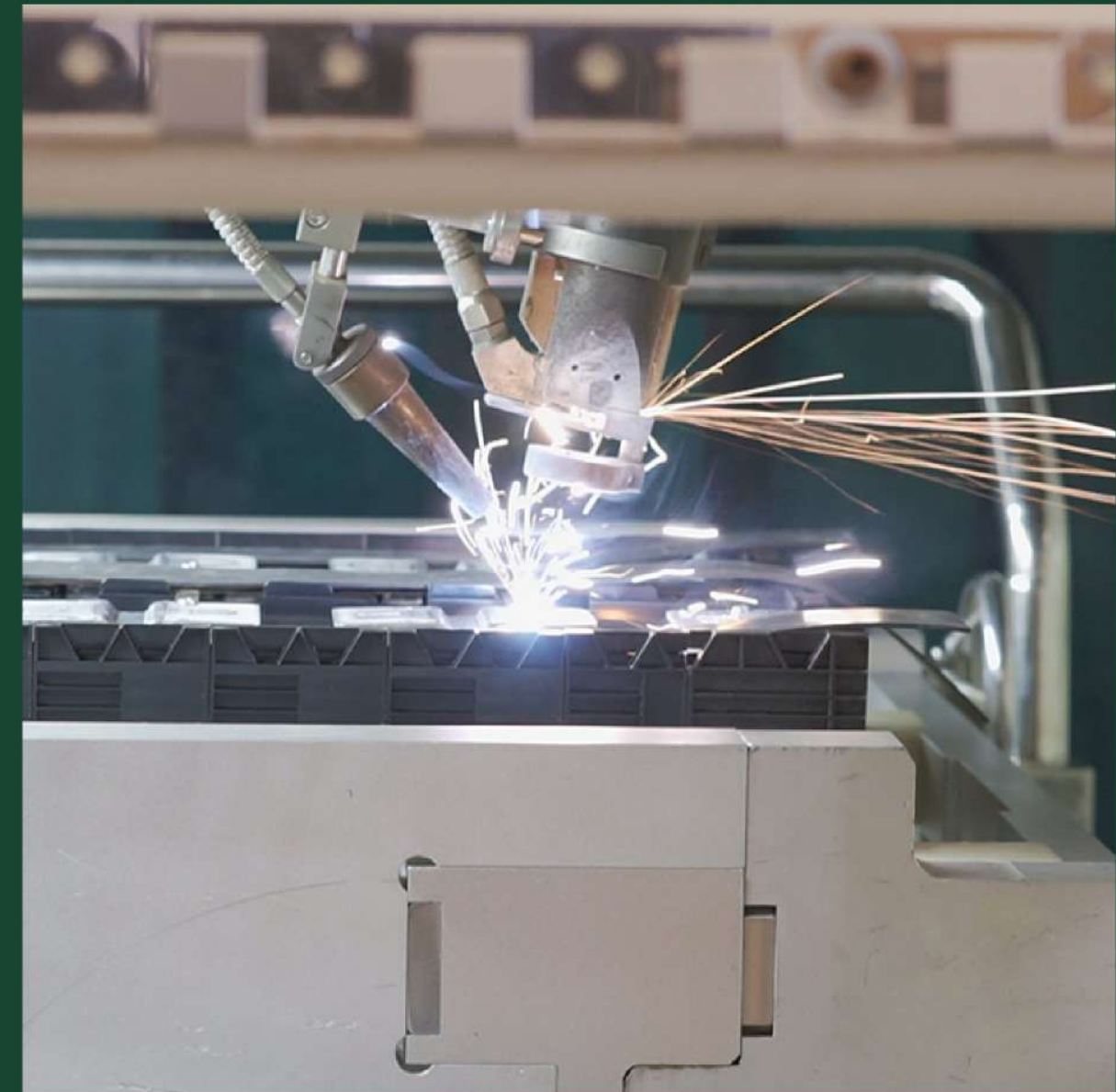
BYD's global leadership in battery technology is key to assuring bus operators that they have quality vehicles in their fleet that they can rely on daily."

Marcello Schneider
BYD Brazil Bus Selling Director

Battery Modules

BYD started, in August 2020, the operation of its third factory in Brazil, in the Industrial Manaus Industrial Complex (PIM). The manufacturing plant is dedicated to the production of lithium iron phosphate batteries (LiFePO₄), initially aimed at the 100% electric bus chassis manufactured in Campinas, and has a production capacity of up to 1,000 batteries per year. With an investment of R\$ 15 million, the plant, installed in an area of 5 thousand square meters, allows the expansion of new production lines in the future.

The factory produces battery modules for use in electric vehicles, in the models C15-12SYL and C15-14SYL. The modules use lithium iron phosphate as the positive electrode material, which has excellent safety, long life cycle, good temperature performance, and high energy density.



Battery production at the Industrial Pole of Manaus (PIM).



"SkyRail brings lower costs, shorter construction period and greater terrain adaptability when compared to competing technologies, as well as being energy efficient, with zero emission of pollutants and quiet operation."

Alexandre Barbosa
BYD Brazil Skyrail Technical Director

Designed to help solve urban traffic congestion, BYD's SkyRail is an overhead monorail system. With an investment of USD 1 billion, the model was developed by an R&D team of more than a thousand professionals.

SkyRail provides less environmental impact than other rail transportation and brings the possibility of reurbanization associated with the project, generating a return in quality of life for the population. In addition, BYD's monorail requires a narrow strip of track, which causes less urban impact during operation.

In 2020, BYD SkyRail São Paulo and the São Paulo Metro signed a contract to supply the trains for the Line 17 (Ouro) Project. BYD SkyRail will be responsible for supplying 14 compositions (trains) of the SkyRail system, with five cars each, projected to reach a daily flow of up to 185 thousand passengers with the total completion of the line.

The contract also encompasses the installation of platform doors in the line's eight stations, equipment for the power supply system, track switchgear and train maintenance, and a central control system. The completion of Line 17 should significantly relieve the pressure on road traffic between Congonhas Airport and other sections of the city.

This is BYD's second major SkyRail project in Brazil, the first, the Suburban Tramway, is underway in Bahia, where the more than 600,000 residents of the Suburban Railway of Salvador will be the main beneficiaries of the implementation of SkyRail, which will replace the old train system that used to run from Calçada Station to the neighborhood of Paripe. This is Concession Contract no. 01/2019, in the Public-Private Partnership mode, between BYD and the Government of the State of Bahia.

With a total investment of R\$ 2.5 billion, the metropolitan modal will link Salvador to Ilha de São João, in the municipality of Simões Filho, and will have the capacity to transport 172 thousand users per day. There will be 25 stops along the line's more than 20km extension, which will be integrated to the subway. Besides supplying trains and systems, BYD will perform, through Skyrail Bahia, the construction and operation of the transport.



SkyRail, at Salvador, Bahia.

Green logistics

Green logistics is the set of actions that aims to reduce the environmental impacts caused by the activities of the logistics sector. BYD invests in the logistics sector by developing the technology of 100% electric vans, trucks, forklifts, pallet trucks, and tow trucks.

To enter this market, BYD set three goals: use long-life batteries, seek energy savings, and protect the environment. This was the beginning of the era of battery-powered BYD logistic equipment, which changed the usage habits and application scenarios of traditional machines and vehicles.



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BYD eT7 12.220 electric truck



100% Electric Truck BYD eT7 12.220

BYD began research and develop electric trucks in 2012 and became the first company in the world to invest in electric truck R&D. The company has already delivered 100% electric trucks and truck chassis in the United States, Canada, Brazil, Australia, China, and other countries.

BYD electric trucks use the first battery that was specially developed for vehicle electrification. The exclusive Lithium Iron technology is the heart of the trucks, allowing autonomy of up to 230 km and providing total safety and perfect adaptation to the needs of your fleet.

In Brazil, BYD has launched its new truck, the eT7 12.220, in early 2022. The 100% electric truck is multirole and has a range of up to 230 kilometers. One of the features that draws attention in the eT7 12.220 is the non-emission of pollutants, being 100% electric.

The vehicle has the capacity to perform in a range of applications in the country, especially among companies committed to reducing carbon emissions.

The model has a total gross weight of 12 tons and is equipped with the lithium iron phosphate battery, which guarantees autonomy and total safety and adaptation to the fleet's needs.

The time to recharge the eT7 12.220 battery is two to three hours with a DC charger, or four to five hours with an AC charger.

The eT712.220 features an electric motor and automated transmission. With a robust and efficient control system, the heavy-duty vehicles can perform zero-emission distribution services in all urban areas.

Each 100% electric BYD truck avoids, on average, the emission of 81 tons of CO2 per year, equivalent to planting 577 trees per vehicle.

BYD's electric truck in organic waste collection

A BYD eT8 electric truck is collecting 12 tons of organic waste every day, which after being processed in a biogas power plant will be transformed into electricity to supply public buildings in the city of Ponta Grossa (PR). The truck stops emitting 82 tons of CO2 per year compared to another combustion vehicle, equivalent to planting 577 trees.





Van BYD eT3

The BYD eT3 100% electric van was the best-selling electric light commercial in Brazil in 2021. This reflects the Brazilian market's acceptance of more sustainable and efficient vehicles, particularly for urban commercial operations.

The BYD eT3 van has a range of up to 300 km and the possibility of fast recharging from 20% to 80% of the battery in just 30 minutes, which guarantees up to 180 km more travel. BYD offers an eight-year or 240,000 km warranty for the LFP battery. To get an idea of the battery's durability, BYD has electric vans running for more than five years that have exceeded 300,000 kilometers driven and still operate with almost 97% of the batteries' initial capacity.

The BYD eT3 100% electric van also has a refrigerated version. With innovative technology, the refrigeration process is powered by a Thermo King system with insulation in the body made by the company Fibrasil. The vehicle is the perfect option for the transport of perishable food and for the pharmaceutical area.

Each BYD eT3 van stops emitting about 14 tons of CO₂ per year of work, which is equivalent to planting 99 trees per vehicle. In Brazil, by December 2021, BYD had 200 units of the vehicle being used for urban delivery services, dry or refrigerated cargo, wholesale, health service waste, and highway monitoring. In 2021 these vehicles stopped emitting 2,800 tons of CO₂, equivalent to planting 19,800 trees.



BYD eT3 100% Electric Van

TB Green: zero-carbon fleet solutions



TB Green is an energy solutions provider with seven business verticals. In the area of mobility, the company offers a product called SUN2WHEELS, which provides vehicle leasing together with solar power from its own power plant and charging infrastructure.

In June 2021, TB Green acquired 82 BYD eT3 100% electric vans, which are being operated by Americanas throughout Brazil, mostly in the capital cities of São Paulo and Rio de Janeiro.

The 82 BYD eT3 vans stop emitting 1,148 tons of CO₂ annually, which corresponds to planting 8,118 trees. In addition, by adopting BYD eT3 vans, the company saw advantages such as an 84% reduction in supply and maintenance costs.

Handling equipment

BYD Forklifts Powered by Lithium Iron Phosphate Battery

BYD has the largest fleet of forklifts with iron-lithium phosphate batteries in Brazil. Each 100% electric handling equipment sold by BYD brings great benefit to the environment, since it stops emitting, on average, 42 tons of CO₂ per year, equivalent to planting about three hundred trees. In 2016, BYD forklifts won the IFOY (International Intralogistics and Forklift Truck of the Year) award for the best electric forklift truck in the world. The IFOY is the leading logistics industry award in Europe.

Famous for its lithium-iron phosphate battery, BYD 100% electric forklifts guarantee autonomy for three shifts without battery change, with partial recharges (no memory effect), allowing total recharge in up to two hours, against eight hours for the traditional lead-acid one.

The line of BYD logistics equipment serves various segments such as: aeronautic, automotive, paper and cellulose, metallurgical, food, beverage, pharmaceutical and cosmetic, chemical, refrigerated and frozen foods, with battery warranty of 5 years or 10 thousand hours.

Key particularities:

- Robustness and durability in severe use provide greater availability;
- Fast battery charging. Possibility of recharging in a few minutes between shifts, without memory effect;
- Average yield of 3kWh per hour, while similar LPG-powered machines have a yield of 2.2 kg per hour of work.

Green Tug – electric tug

One of BYD's highlights is the Green Tug. With capacity to transport up to 25 thousand kg, the 100% electric tugboat has autonomy for three shifts of operation, total recharging capacity in 2.5 hours and does not require battery room. Furthermore, the equipment has the lowest total cost of ownership. Hundreds of units are already in operation at the Guarulhos Airport (GRU), where they have accumulated more than 100,000 hours of Ground Handling operations. Besides the economy and autonomy, one of the highlights of the equipment is comfort, ensuring ergonomic seats and the One Pedal Driving system in, which the driver uses only the accelerator pedal (Kers), with little use of the service brake.



Commitment to sustainability in logistics



BYD is a member Brazil's Green Logistics Program (PLVB), a strategic initiative that reflects a commitment to corporate social and environmental responsibility and that seeks to capture, integrate, consolidate and apply knowledge with the aim of reducing the intensity of greenhouse gas emissions (GHG), in particular carbon dioxide (CO₂), of atmospheric pollutants and also to improve the efficiency of logistics and cargo transport in Brazil, through the progressive development of a national program for sustainability in logistics.



BYD also participates in the Brazilian Association of Wholesalers and Distributors (ABAD), which is an entity of national scope that represents the wholesale and distribution companies that commercialize products from various segments. The entity's objective is to promote the development of the supply chain of the Indirect Channel throughout the national territory, encouraging the exchange between the industry, independent retailers, service providers and companies of the segment.

Solar energy

BYD's dream meets what humanity needs: to change human dependence on non-renewable energy to clean energy sources.

BYD's green dream is to continue acting and expanding the popularization of the use of energy in a free and independent way. The company's fronts of action in this chain are: Energy generation, energy storage and urban mobility. All these activities are in full operation and welcome the most diverse audiences.

BYD's photovoltaic energy solutions are applied in small, medium and large scale solutions for residential, commercial, industrial, rural, investor, utility and other segments.



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Photovoltaic modules



BYD Energy Brazil is the largest national manufacturer of photovoltaic modules. With a factory installed in Campinas, the company reached, in the year 2021, the mark of more than 395,000 modules supplied in Brazil alone. The BYD photovoltaic modules installed in the country reduce the emission of, approximately, 156,089 tons of CO2 per year, equivalent to planting 632,388 trees. In 2021 alone, BYD supplied more than 859.41MW in modules in Brazil.

In the scope of generation, the company has been acting strongly in the research and development of new technologies. The BYD photovoltaic modules are suitable for centralized and/or distributed plants in the most diverse powers and dimensions.

In addition, the company has a specialized technical team to provide support in project development and commissioning of the equipment.

The BYD photovoltaic modules provide energy independence and economy. They can be applied in urban, rural, industrial, commercial, residential, condominium and power plants areas. They are easy to install, have low maintenance and a long useful life, with minimum guarantee of 10 years for the product and 25 years for the performance. And the best, they are a 100% clean and renewable energy source.

At Intersolar 2021, BYD launched new domestic monofacial and bifacial photovoltaic modules with power ratings of 450W, 545W, and 670W.

One of the newest models is the MLTK-36, which has high yield, above average efficiency, and great performance levels. This photovoltaic module is a single glass model produced with bifacial technology and micro-gaps between the cells, are multiple busbars that interconnect the 144 mono PERC half-cell cells of 22.8% efficiency. Ideal for large-scale projects.



"In addition to having the largest factory in operation and occupying the position of largest producer in the country, BYD has produced more than 1.6 million photovoltaic modules in the past five years, bringing the country energy independence and clean, renewable energy."

Marcelo Taborda
BYD Energy Brazil Sales Director

Energy storage systems

BYD is one of the responsible companies for playing an incisive role in the modernization of current battery technologies and is revolutionizing this market day after day. Investments in factory automation and the improvement of the entire supply chain, from chemical composition to product development to final design, have made BYD a global leader in the manufacturing and commercialization of energy storage systems. In 2021 by itself, the company marketed more than 0.9 MW in lithium batteries worldwide.

The storage systems provide autonomy and independence in the use of energy. Currently, the chemistry applied is lithium iron phosphate (LiFePO4). The company offers several battery models for the different needs of the market, for on-grid and off-grid systems, being applied in urban and rural areas, industries, commerce in general, residences, condominiums and power plants. The BYD storage systems have low maintenance and a long useful life.

ESS Container

Its wide input voltage range, output smoothing and grid impact, the power conversion system, which is reactive and adjustable, the fire protection and suppression system, and so many other features, qualify BYD's ESS Container as a totally safe and ideal solution for the storage, monitoring, and management of power plants, and it can be applied to meet the most diverse needs in systems of the most diverse sizes.



ESS Container

B-BOX

BYD's globally multi award-winning B-BOX battery line is designed with Lithium Iron Phosphate (LiFePO4) technology, considered the safest chemistry in the world. These batteries are ideal for residential, commercial and industrial applications, where they perform with a high level of efficiency and safety and do not require a battery room, as they do not emit toxic gases.



B-BOX ESS

Investment in research and development

From 2017 to 2021, BYD invested R\$47 million in Research and Development. The forecast for the year 2022, is to reach 50 million reais in R&D. New technologies for photovoltaic cells and modules are developed, considering the specificity of the climate and product behavior. In addition, the products are made in large scale on the production line and there is government incentive support through PADIS (Program for Support to the Technological Development of the Semiconductor and Display Industry).

R&D photovoltaic power plant

BYD has a photovoltaic plant in Campinas (SP) exclusively focused on Research and Development (R&D) in the country. With an investment of R\$ 7 million in equipment, the plant was built within the Industry 4.0 concept, being the most modern in the country, in partnership with the Royal FIC group and the Eldorado Institute. The solar plant has a complete meteorological station and is dedicated to the study of the most diverse types of photovoltaic modules in tropical soil and to making the integration with energy storage systems and inverters.

The plant project began to be envisioned in 2018, from BYD's inclusion in PADIS. Highly technological, all the equipment installed in the plant provides data to a central supervisory system, with a software responsible for uniting all the information that is monitored remotely.

BYD's R&D plant has a capacity of 500 kW, which are generated from a wide range of photovoltaic module technologies: monocrystalline PERC and polycrystalline, conventional and glass-glass. The panels were also installed in different methods with trackers (follow the sun), fixed metallic structure, and fixed eucalyptus structure at different heights and inclination angles.

Another innovation of the plant was the installation of a large car port. Car ports are parking lots with a photovoltaic roof capable of generating energy to supply cars. A larger model was built at the plant to test the generation capacity for supplying buses. In addition, the plant has installed an ESS 630 KW/h container (storage capacity) and several types of inverters, from various companies.



BYD Brazil's R&D photovoltaic plant



“BYD is focused on providing clean and sustainable energy solutions for a better life. With its excellence in developing photovoltaic modules and energy storage for solar farms, BYD contributes decisively in renewing the global energy matrix.”

Sócrates Rodrigues
BYD Energy Brazil Project Director

Disposable masks

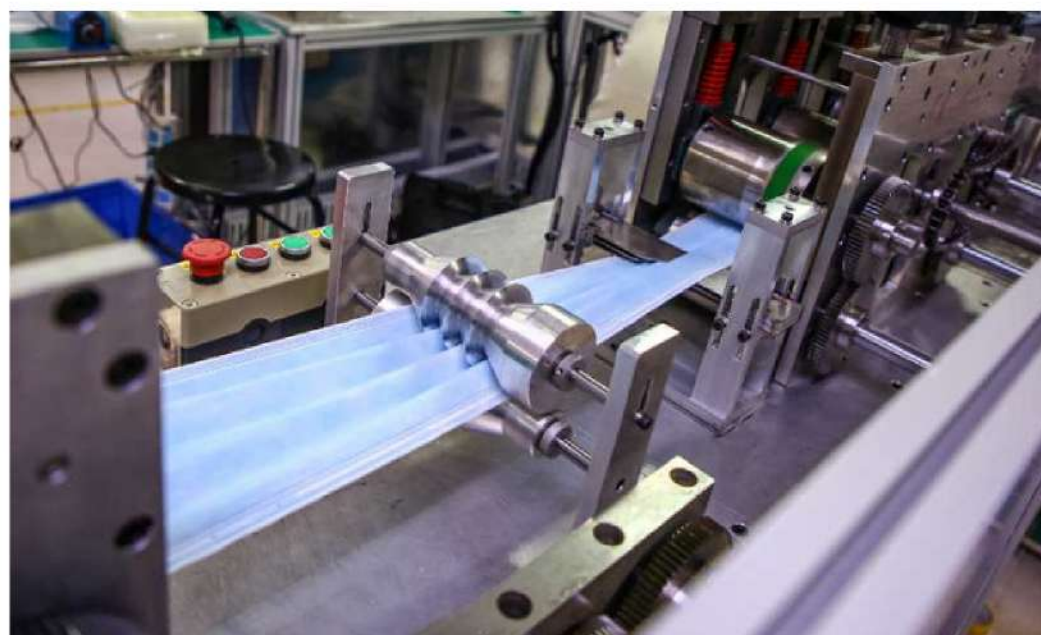
Helping humanity in the changes for a better world is a hallmark of BYD. The Coronavirus pandemic is a great challenge for the world, which requires a joint effort, as does the climate issue, which demands cooperation among multilateral organizations.



Disposable masks

35

Disposable masks



BYD disposable mask production line

The Coronavirus pandemic, a major threat to global health and livelihoods, has led countless people to face enormous challenges and adopt acts of courage and compassion. At this defining moment, BYD Global President Wang Chuanfu was one of the first corporate leaders to meet the demand driven by the virus and decided in January 2020 to create a factory entirely separate from its other production lines.

In two weeks, the company started manufacturing face masks and sterilizing gel and helped society reduce the severe shortage of masks amid the pandemic. A month later, it had already become one of the largest manufacturers of the product in the world.

Wang Chuanfu's initiative secured his inclusion in Fortune magazine's list of the 25 greatest leaders in the world who have stood out as heroes in the fight against the COVID-19 pandemic.

The task force led by Wang Chuanfu was made up of different business divisions and more than 3,000 engineers responsible for the new manufacturing plant and also for the challenge of expanding its production capacity to meet the exponentially growing demand.

BYD masks have a triple layer of protection, are easy to breathe and have a proper fit to ensure protection. The product is made with ultra soft and high quality materials, having received quality certifications from several countries.

Since May 2020, part of its production of masks has been marketed by BYD Brasil and, since then, several partners from the most different areas have started to resell the masks, having already sold almost 250 million masks and more than 3 million of masks donated.



Disposable mask BYD

Customer satisfaction

At BYD, product quality is linked to the company's fundamental approach: creating technological innovations for a better life. This is the principle that governs the company's operations worldwide. BYD believes that if the entire operation is guided by this principle, from design, development, supply chain management, production, sales, after-sales and administration, the final product will offer differentiated value to the client. Therefore, it adopts an Integrated Management System, aiming at the continuous improvement of its processes.



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Customer satisfaction

A BYD's electric bus chassis, batteries and photovoltaic modules manufacturing operations have a management system that promotes systematic monitoring, which includes process inspection, employee training and the use of quality tools to continuously improve the product. and the process. In addition, BYD seeks a close relationship with the customer, which makes it possible to meet requirements with quality.

In addition to the ISO 14001 and ISO 9001 certifications in its business units, BYD implemented internal programs aimed at product and process quality, such as the 5S Program, which brought great results in the organization of the work environment, and the Kaizen continuous improvement. At the photovoltaic module factory, the company also implemented a program to reduce the rates of scrap of raw material and scrap of assembled modules, which has brought great benefits in terms of product quality.

As part of the continuous improvement program, last year BYD started training employees within the six sigma program (Green belt), thus strengthening knowledge in the use of quality tools in the various departments of the company.

Nationalization of components

BYD seeks to develop as many national components as possible to be part of the supply chain. This strategy, in addition to stimulating the production of the national market, guarantees advantages such as agility in deliveries, speed in improvement actions and product optimization in partnership with the supplier.

BYD's objective is to develop and select local suppliers that are interested in becoming business partners and that meet the criteria and characteristics of its products. For this, BYD carries out a qualification auditing process, evaluating the commitment of this partner with the quality of the product and the environment.

After sales service

BYD knows that customer satisfaction is not only related to the quality of its products, but also to the way in which they are taken care of. That's why the company invests in its after-sales services.

With a total area of 7,000 m², the After-sales service for BYD vehicles and logistics equipment, located in Campinas (SP), has a complete workshop and a spare parts distribution center, ensuring availability and agility in service. The location also has a dedicated area for training, where technicians and other professionals are trained to provide customer service and services.

BYD has teams that perform field service, as the proximity to the customer where our products are makes the after-sales service act proactively and understand the challenges and objectives of each operation.

Among the practices of the after-sales areas of all BYD products, there is also the monitoring of indicators and the performance of customer satisfaction follow-up surveys, which have been showing excellent results.

Integrated Management System Policy

Satisfying our stakeholders and our customers, business and product sustainability, as well as constantly improving the performance of our integrated safety, health, quality and environmental management system are a constant pursuit of BYD. The organization is committed and guides its decisions based on:

- Establish and maintain an integrated management system; Develop our business based on technologies in urban mobility solutions and renewable energy sources;
- Empower employees to have the customer as a business priority, as well as strengthen education to improve awareness and environmental and safety protection of all employees;
- Provide the best products and services based on high technology and oriented to innovation;
- Comply with the laws applicable to our business and products, as well as other applicable requirements;
- Dedicate ourselves to pollution prevention, accident prevention and waste elimination, reducing hazards and risks, aspects and impacts of our processes and products, continuously improving our performance and management system.

ENVIRONMENTAL MANAGEMENT

BYD's vision of sustainability has unfoldings in the entire production chain. BYD foresees goals and guidelines for the reduction of environmental impacts in the production process, which includes waste management, energy efficiency, rational use of water, and reduction of atmospheric emissions.

Environmental Management

Environmental Goals

Waste Management

Rational use of water

Energy Efficiency

Reduction of atmospheric emissions



Environmental management

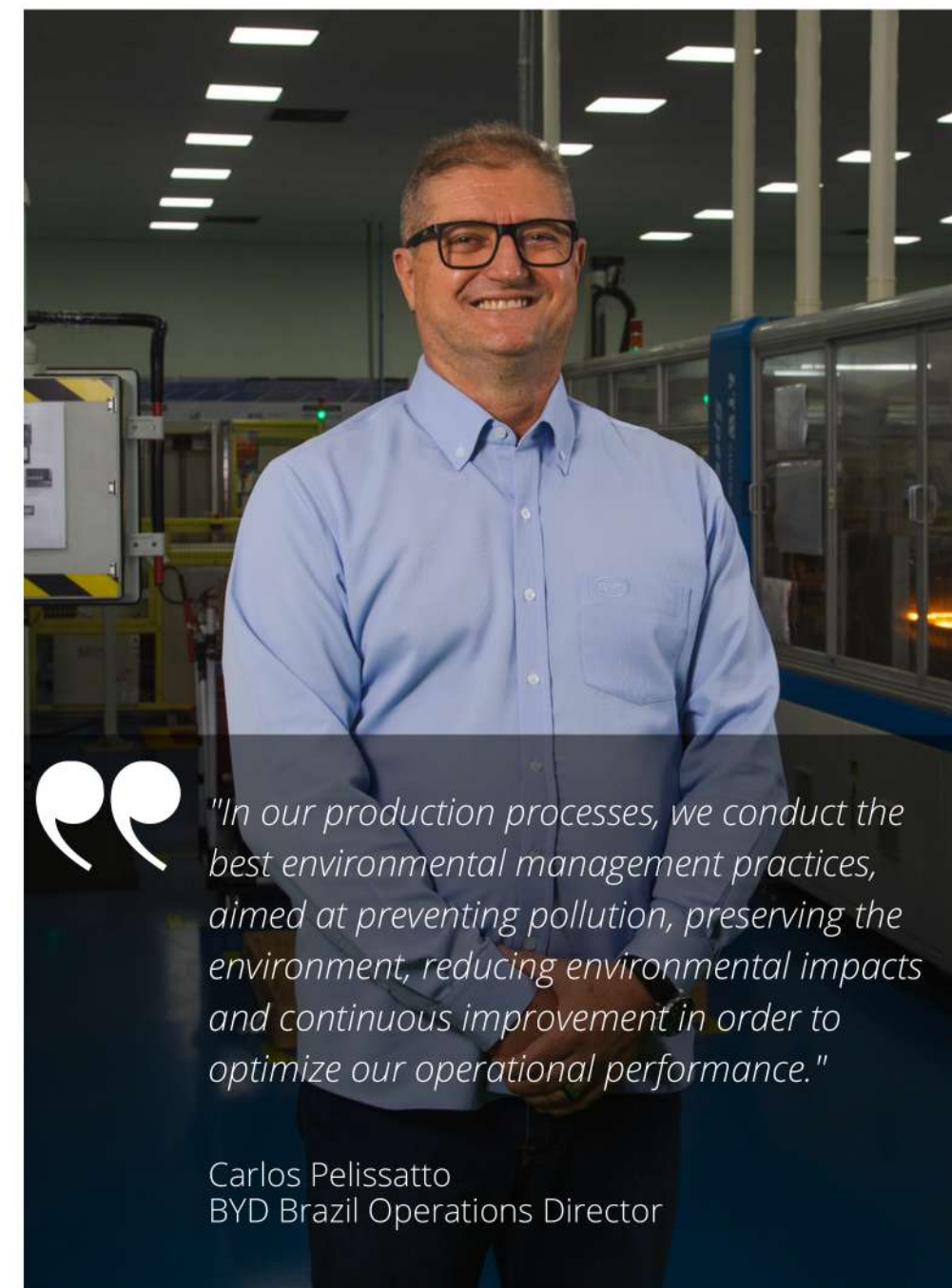


BYD is building a sustainable future powered by electricity, where cities and nature coexist peacefully and where pure, clean air is guaranteed. It is based on this premise that the company has guided its operations.

More than words, environmental preservation is practiced on a daily basis at BYD as part of the company's values. In addition to creating products that do not emit pollutants, BYD's vision of sustainability has implications for its operations. The company seeks to minimize its environmental impacts by establishing environmental goals and guidelines in the production process, which includes waste management, recycling, rational use of water, energy efficiency and the reduction of atmospheric emissions.

Certification ISO 14001

BYD, since its foundation in Brazil, has developed actions aimed at preserving the environment. As a result of these initiatives, in 2021, its two factories in Campinas underwent the process of maintaining the ISO 14001:2015 standard, which guides and provides the requirements for the implementation of a consolidated Environmental Management system. In 2022, the BYD battery module factory, located in Manaus and inaugurated in 2020, was also certified to the ISO 14001:2015 standard.



"In our production processes, we conduct the best environmental management practices, aimed at preventing pollution, preserving the environment, reducing environmental impacts and continuous improvement in order to optimize our operational performance."

Carlos Pelissatto
BYD Brazil Operations Director

Environmental Goals

In 2021 BYD exceeded the environmental targets that were set for this year.

Water consumption



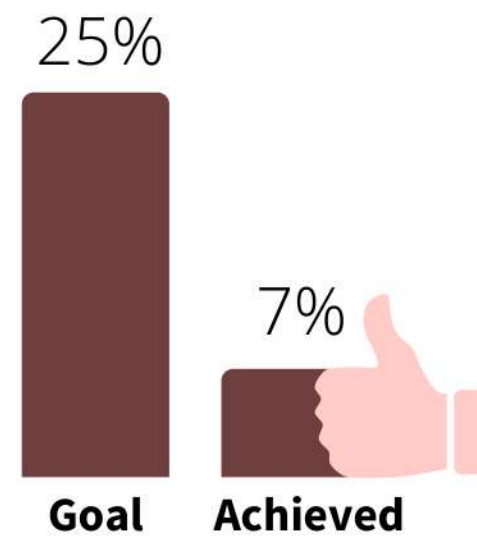
BYD has exceeded its 2021 goal for water consumption per employee.



Generation of non-recyclable



BYD has exceeded its goal of reducing non-recyclable waste generation by 2021.



Energy consumption



BYD has exceeded its goal of energy consumption per employee by 2021.





Waste management

Industrial waste can generate several adverse impacts on the environment. For this reason, BYD manages, controls and monitors the processes and waste generated efficiently, by surveying aspects and impacts relevant to its activity and product life cycle.

In addition, the entire group complies with SIMA Resolution 27/2021, which establishes the SIGOR/CETESB online system of MTR (Online Transport Manifest) and CDF (Certificate of Final Waste Disposal). With this, it manages to ensure that all waste is tracked from the cradle to the grave (Law No. 12,305, of August 2, 2010 – National Solid Waste Policy), that is, from collection to environmentally correct disposal.

In 2021, only waste from toilets was sent to landfills, while the others were sent to reuse, recycling or co-processing techniques, this corresponds to about 95% of recovered waste. This result was due to the rigorous process of classification and separation of waste. In parallel with this result, work is being done so that possibly all waste is recovered from the next few years.

Recycling

When possible, after their life cycle, batteries from BYD vehicles and equipment are reused for energy storage systems. When this is not feasible, they are sent for recycling.

The selective collectors (CONAMA 275/2001) are distributed in all areas of the company so that the practice of recycling is a habit of all employees. For this to occur, training on this subject is given frequently. This act reflects both in the environmental, as well as in the social and cultural spheres, because in addition to promoting the correct disposal of waste, the action helps to generate income for recycling cooperatives involved in the process. The company also provides containers for collecting batteries, which are sent for recycling.

Another positive and compliance point for BYD is the fulfillment of reverse logistics programs in the states of Mato Grosso do Sul and Paraná, related to the cardboard boxes and plastic packaging that transport the solar panels that are sold in these locations.

Materials such as tin, paper, plastic, metal and wood derived from production processes undergo a processing process, which is the transformation of waste into raw material, which can later be reused in various sectors.

Co-processing

Class I production waste is destined for co-processing, a technique used to responsibly and definitively destroy industrial waste, without creating environmental liabilities.

Biomass

In 2021, 282.09 tons of wood waste were sent to the recycling process. As a result, wood is used as biomass, free of impurities and with high calorific value, avoiding its disposal in inappropriate places or in landfills.

Compost

Food scraps from the BYD restaurant are destined for compost treatment, where they are transformed into organic fertilizer, totaling 27.58 tons of waste that were no longer sent to landfill and were recovered through composting in 2021 .

Reuse

With the aim of providing a pleasant working environment for its employees, BYD set up a break room in which sofas made from pallets from BYD's logistics services were designed.

Rational use of water



Effluent treatment station (ETE) at BYD's plant in Campinas (SP).

Aware of the need to preserve water resources, BYD maintains a permanent program for treating the water used in its activities. The company has an effluent treatment station (ETE) through which all the effluent generated in the restrooms and in the restaurant passes. After being treated (sewage is separated), the liquid is sent to SANASA. To prove the functionality of the ETE, the pH analysis of the inlet and outlet of effluents (BOD and COD) is carried out monthly through an approved laboratory.

The company has a rainwater reuse system. The system starts with the capture of rain through the roof of the factory building and then the collected water is stored in a box located next to the ETE. The water collected is used to supply the fire prevention system and also to supply all the faucets located in the external area of BYD.

Energy efficiency

Reducing energy consumption is one of the actions taken by BYD to fulfill its commitment to reduce the environmental impact of its activities.

One of these actions is the replacement of fluorescent lamps for LED in production environments, which leads to a reduction of 30 tons of CO₂ per year. Fluorescent lamps are considered environmental villains due to their composition. The incorrect disposal of these lamps can cause major contamination due to the heavy metal present in them, mercury, making LED lamps the best alternative for the environment.

BYD's photovoltaic module and electric bus chassis factory buildings in Campinas (SP) are supplied with 100% renewable energy, coming from solar, wind, biomass and small hydroelectric power plants. Renewable energies do not pollute the environment and bring greater energy independence, as they come from inexhaustible energy sources.



LED lamps in the photovoltaic module factory.

Reduction of atmospheric emissions

In order to reduce the excessive emission of gases that make up the greenhouse effect, especially due to trucks with precarious adjustments, BYD monitors the black smoke emitted by the trucks that provide services to the company and, upon entering the entrance, an assessment is carried out. according to the Ringelmann Scale, a graphic scale for colorimetric smoke density assessment. If the smoke emission by the vehicles exceeds the result n°2 in the Ringelmann Scale, the driver is assessed and the company must carry out the necessary maintenance services for the adaptation of the vehicle. This monitoring is also performed for the company's generator.

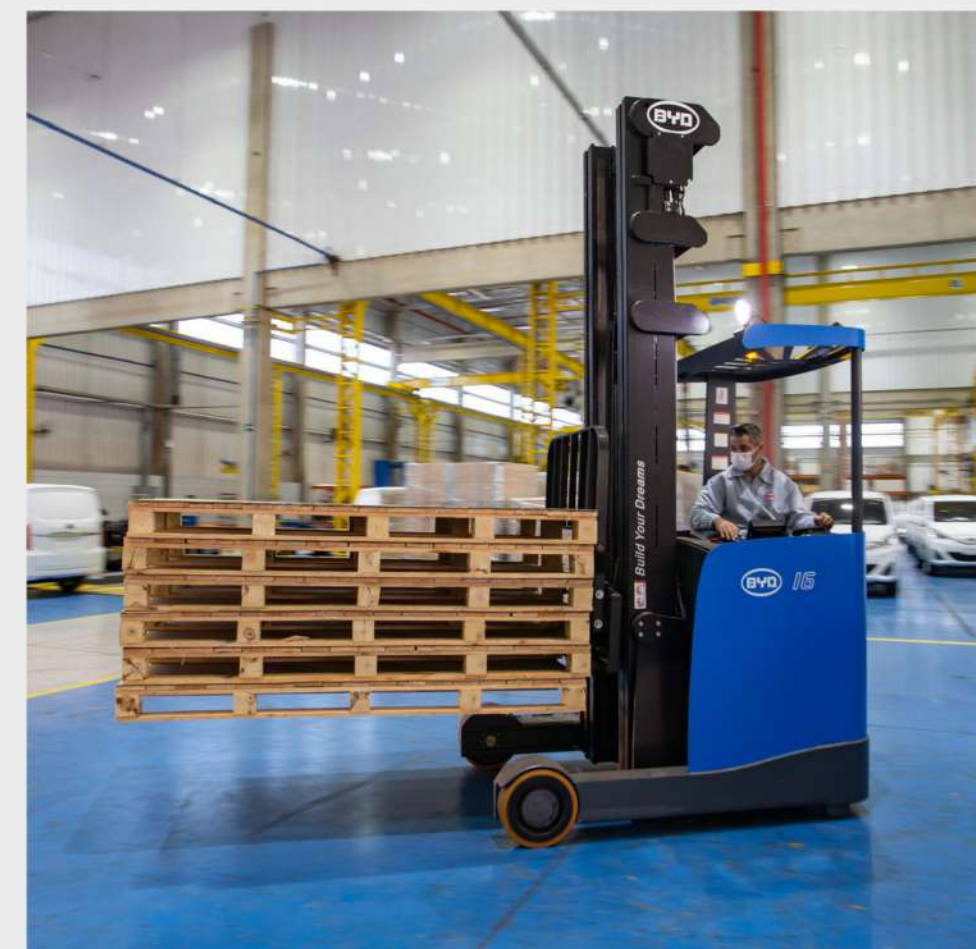
BYD also conducts an annual characterization study of the smoke emitted by the factory's exhaust fans. The analysis is carried out by a third-party company and it carries out the study of metallic and non-metallic fumes. BYD's atmospheric emissions are monitored based on CETESB's L9.221 standard (Stationary source ducts and chimneys). When the measured parameters are within the aforementioned standard, the company receives a report proving that the study was carried out and that the smoke emitted is within the standards established by CETESB.

Example that come from home

BYD uses 12 100% electric forklifts in its logistics, after-sales and production processes. Since they started to be used internally, in 2015, the use of forklifts has avoided the emission of more than 800 tons of CO₂, the equivalent of planting 5,797 trees.

Likewise, BYD uses its electric vehicles in its processes to serve the After-Sales, Sales, Administrative, Maintenance and Warehouse sectors. In total, there are 16 BYD e6 cars, two e5 and one eT3 van, which in 2021 stopped emitting around 212 tons of CO₂, the equivalent of planting approximately 1,500 trees.

BYD electric trucks are used to collect the restaurant's waste for composting. Each BYD electric truck saves 133 tons of CO₂ per year, the equivalent of planting 949 trees per vehicle.



PEOPLE

At BYD, the realization of dreams is stimulated through a corporate culture oriented towards continuous development. Thus, the company seeks to maintain an innovative work environment capable of creating unique values for society and clients.

Development

Health and safety





People: Development



BYD believes that building dreams is the driving force of every individual to face challenges and undertake great accomplishments. BYD's human resources policy is supported by this belief, which is why the company invests resources in attracting, caring for, retaining and developing people, ensuring a work environment with sustainable relationships.

BYD ended 2021 with 429 employees, 165 women and 269 men. The company has in its workforce people with disabilities and also expatriates, as it understands the importance of providing opportunities for everyone, thus acting in an inclusive manner and promoting diversity internally.

Chinese expats who come to work at BYD Brazil receive all the support they need during their stay in the country, from housing support, document collection and all the necessary support so that their adaptability to the country takes place in the best possible way. Throughout Brazil, during 2021, BYD had 17 expatriates distributed in the company's plants, in addition to 7 PCD's employees, carrying out the inclusion of employees in the corporate and industrial environment.

BYD University

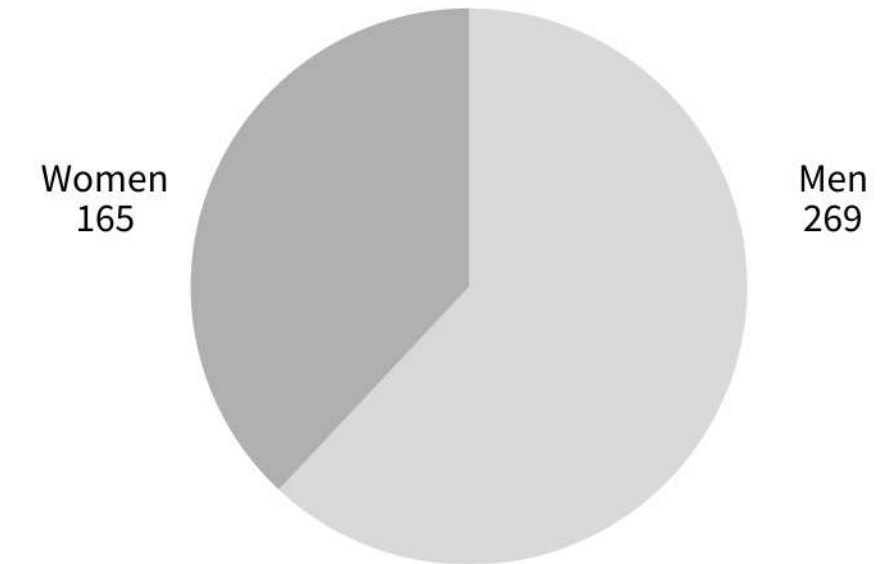
BYD University is a training program promoted by the employees themselves, which aims to share knowledge and provide the opportunity for employees to present or address topics relevant to the professional environment or personal development. The program takes place weekly online so that people from all the company's units in the country can have access.

Leader development

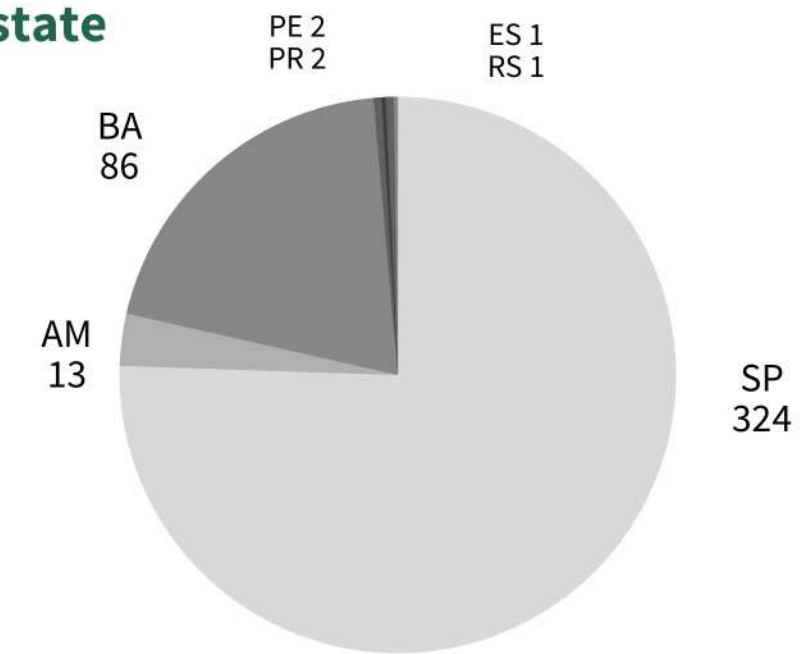
The company also seeks to develop leaders to improve people management. To this end, BYD developed the Leadership Development Plan, a program aimed at employees who have been promoted to management positions. The program contains a sequence of training and includes an assessment of the DISC behavioral profile, so that leaders can design an Individual Development Plan.

Employees by gender and state

By gender



By state



People: Development



Careers

BYD gives preference to the internal recruitment process as a way of recognizing its talents, providing opportunities for change of area or development and promotions in the same department.

The vacancies that are open are published on the company's website, and in addition, it is possible to have access to activities relevant to the position, the vacancy requirements and access for candidates to apply.

Onboarding Program

The Onboarding process is a planned integration that helps new employees socialize and perform their duties efficiently and gradually.

Each new employee receives a "sponsor", who helps him/her in day-to-day activities. During this process, a survey of training needs is also carried out, so that the employee develops his activities in the best way.

The program also includes evaluations after 45 and 90 days of work, where the manager holds a feedback moment with the new team members.

Climate research

BYD's 2021 climate survey focused on collecting the opinion of employees to apply an action plan with effective improvements within the work environment. The theme of the 2021 climate survey was "Benefits and Training" and employees were able to express their opinions through the form developed by the Human Resources department. Among the changes made after the climate survey is the consolidation of partnerships with schools, language courses and colleges, which guarantee discounts for the company's employees.

Recognition programs

BYD seeks to recognize employees who stand out through various actions, such as the BYD Ambassador, Distinguished Employee of the Month, Employee of the Year and People Who Make a Difference programs. These employees receive awards and their photos are posted on the company's bulletin boards and social media. BYD also celebrates the company's one-year and five-year anniversaries.

Performance evaluation

The performance evaluation is an annual process where the manager evaluates certain competencies individually and promotes a moment of feedback with the employee. After the evaluation, the manager carries out a survey of the need for training together with the employee, to promote individual development.



Employees of the Year 2021

Communication and relationship with the employee

BYD maintains transparent communication in search of a loyal and harmonious relationship between the organization and employees. The means for this communication are murals, e-mails, magazines and meetings. In addition, the company celebrates commemorative dates such as Mother's Day, Father's Day, Easter, Christmas, Chinese New Year, etc.

People: Health and safety



COVID-19 protection

BYD complies with measures for effective protection against Covid-19 with its employees through the delivery of disposable masks to its employees and their families, distribution of notices throughout the corporate spaces, organization of awareness-raising lectures, and carrying out checks on employees vaccinated against Covid-19.

Occupational examinations

The company offers its employees the option to realize occupational examinations at its Occupational Health Center, within BYD's own vicinity.

SIPAT 2021 and life quality

During SIPAT (Internal Week for the Prevention of Accidents in the Workplace), BYD measured the blood pressure, calculated the BMI, and tested the glycemia of the company's employees.

Flu Vaccination Campaign

A flu vaccination campaign was held during 2021. Employees received a dose of the vaccine and were made aware of the importance of keeping their flu shots up to date.

Pink october and blue november

In October and November, BYD held awareness campaigns about breast cancer and prostate cancer in conjunction with the Amor e Vida Institute, where informative pamphlets were distributed about the diseases, their aggravating factors, and how its employees can prevent them.

World AIDS day and CIPA

During the month of December, leaflets about AIDS and Sexually Transmitted Diseases (STDs) were delivered to all the company's employees. CIPA played an active role in this campaign, delivering the material to the employees.

First Aid

BYD conducts internal first aid training for the company's fire fighters, since these procedures are essential in case of accidents or fires.

Local communities

BYD contributes to the well-being of society through products and technologies that promote clean energy. This vision is completed with BYD's actions with local communities. In 2021, with all the health care due to the pandemic, BYD carried out the following social actions:

- Warm Clothing Campaign
- Food donation campaign
- Fundraising to buy prosthesis for a handicapped employee
- Collection of donations for children's shelters
- Support to Casa Betânia da Paz
- Support to FEAC Foundation with the organization of a solidarity fair
- Donation of disposable masks
- Contribution to Haiti refugees.



Solidarity Fair - Casa Betânia da Paz

BYD supports its actions in rules that must be observed by all who act on its behalf, therefore it seeks to establish ethical relationships with the various stakeholders. Conduct. To achieve its objective, investigations and analysis of complaints made through anonymous channels or personal reports are carried out.

BYD Compliance Functions

- Periodic analysis of the company's risks. Everyone must have access, both shareholders and employees.
- Participation in labor relations, aims to reduce the risk of accidents at work, occupational diseases, improvements in working conditions, in addition to investigating acts of violence, especially in terms of harassment and prejudice.

Measures implemented

- Creation of company rules and procedures: BYD makes the Code of Conduct available to all employees.
- Communication: BYD sends periodic communications via email to its employees, conducts training and makes materials available in common access areas, such as meeting rooms, sociability spaces, cafeterias and others.
- Whistleblowing Channels: employees and partners have at their disposal several channels for submitting a complaint: specific e-mail, online form, physical boxes and in person with one of the Compliance members. In addition, the receipt of the complaint is confidential, and may even, if the complainant feels more comfortable, be anonymous.

Disciplinary Measures: BYD has internal guidelines for the application of disciplinary sanctions, which aim at preventive measures.

Participation in class associations

Class associations play a fundamental role in defending rights and building public debate around the interests of the categories they represent and society. BYD Brazil Marketing, Sustainability and new business Director, Adalberto Maluf, serves as BYD's representative in the Presidency of ABVE (Brazilian Association of Electric Vehicles) and as a member of the board of ABSOLAR (Brazilian Association of Photovoltaic Solar Energy) and ABGD (Brazilian Association of Distributed generation). BYD is also a member of ABAD (Brazilian Association of Wholesalers and Distributors of Industrialized Products), ABINEE (Brazilian Association of Electrical and Electronics Industry) and ABEIFA (Brazilian Association of Importers and Manufacturers of Motor Vehicles).



Credits and corporate information

BYD group companies: BYD do Brasil Ltda, BYD Energy do Brasil Ltda, Metrogreen do Brasil Ltda, BYD Indústria de Baterias Ltda, Consórcio BYD SKYRAIL São Paulo e Metrogreen SKYRAIL Concessionária da Bahia S.A..

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