BYD Brazil Sustainability Report 2024

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1. MESSAGE FROM THE PRESIDENT

The year 2024 marked a new milestone for BYD Brazil. We consolidated our leadership in the electrified vehicle market and decisively expanded our role in the country's energy transition. With integrated solutions that combine clean mobility, solar energy, energy storage, and charging infrastructure, we promote a sustainable, accessible, and decentralized model — connecting cutting-edge technology with real positive impact.

With this new milestone, we sought to reinforce our ESG commitment with the publication of our first sustainability report, following the guidelines of the Global Reporting Initiative, which demonstrates our maturity in this area.

Brazil now occupies a strategic position within BYD. The construction of the Camaçari Industrial Complex in Bahia in 2024 marks the beginning of a new stage of our operations in the country, with an investment of R$ 5.5 billion, driving job creation, innovation, and regional development. It will be BYD's largest factory outside Asia, highlighting the relevance of Brazil, which has already consolidated itself as our second largest automotive market in the world.

Despite our concern with Brazilian legislation and with the health and safety of our third-party employees, we had a notification case from the Ministry of Labor and Employment, which was promptly addressed with the necessary measures (for more details, see page 38). We acted with speed, humility, and transparency, always positioning ourselves as part of the solution, not the problem.

BYD Brazil's performance reflects the company's global commitment to reducing emissions and promoting a low-carbon ecosystem. We launched innovative projects in distributed generation, microgrids, and electric mobility, and invested R$ 65 million in photovoltaic Research & Development in the country. The inauguration of the first Latin American laboratory for photovoltaic module testing and the production of 2.5 million photovoltaic modules in the country are milestones of this progress.

In the automotive sector, we surpassed 70,000 units sold in 2024, with a network of 150 dealerships and the goal of reaching 240 by the end of 2025. Our portfolio of electrified vehicles has grown, as has our fast-charging infrastructure, benefiting drivers of all brands. These results demonstrate market confidence and the consistency of our strategy.

Faced with the growing challenges of urban mobility, we remain firm in our purpose of offering innovative and sustainable solutions to transform the commuting experience in Brazilian cities. In São Paulo, we are leading the implementation of SkyRail, an elevated and automated system that represents a new chapter of efficiency and intelligence in urban transport.

We reinforced this commitment with the delivery of the world's first 100% electric super-articulated bus in Goiânia and with the expansion of our fleet in cities such as Curitiba and São Paulo, consolidating our leadership in the electrification of public transportation and in building a cleaner, more connected future.

We also advanced strongly in the green logistics sector, promoting the use of 100% electric trucks and forklifts in urban and industrial operations. In 2024, we extended the warranty of our forklifts' batteries in Brazil, strengthening confidence in our products and reinforcing our commitment to quality and sustainability. In addition, we once again demonstrated global pioneering by bringing the Explorer No. 1 cargo ship to Brazil, raising the level of logistics control and further integrating our value chain with environmental responsibility. These advances demonstrate our dedication to accelerating the transition to a low-carbon economy, contributing to cleaner, quieter, and more efficient cities.

Regarding the environment, we made progress in waste management, rational water use, and emissions control. At our factory in Campinas (SP), we reached the zero-waste goal and carried out our first Greenhouse Gas Emissions inventory this year. All these actions reaffirm our commitment to excellence and environmental responsibility.

We kept our customers at the center of our strategy and developed solutions to ensure a complete, safe, and efficient experience. We rely on a structured after-sales platform that guarantees agility and full visibility at every stage of service. We launched the Guaranteed Buyback Program, offering more security to consumers and encouraging the renewal of the fleet with electrified vehicles.

In 2024, we took a decisive step towards consolidating electromobility in Brazil with the launch of a complete charging solution for electrified vehicles, significantly expanding the country's charging infrastructure. We installed more than 50 public high-power charging stations in strategic cities and advanced with the development of technologies such as Grid Zero, which combines efficiency and energy security. Integrated with our BYD Recharge app, these devices strengthen a digital and sustainable ecosystem, reaffirming our commitment to accelerate the transition to low-carbon mobility across all regions of Brazil.

None of this would be possible if people's appreciation were not at the center of our actions.

We invested in the health, safety, and training of our employees, promoting inclusion, diversity, and well-being. We maintained our adherence to the UN Global Compact, reinforcing our support for its ten principles, and strengthened our relationship with local communities, supporting educational and social initiatives focused on transformation.

We reinforced our commitment to the physical integrity and well-being of our employees through a robust and structured Occupational Health and Safety Management System. Based on the main Brazilian regulatory standards applicable to our business, aligned with international standards such as ISO 45001, we implemented a comprehensive OHS Management System that covers all our production units and operational activities. In 2024, we promoted significant actions such as ergonomic mapping in administrative and industrial sectors, the implementation of the Workplace Gymnastics program, the strengthening of prevention goals — such as reducing accidents with leave — and the advancement of PPE management digitalization. We encouraged the active participation of our employees through tools such as Safety Cards, CIPA, Daily Safety Dialogues, and continuous training, ensuring an increasingly safe, healthy, and collaborative work environment.

I hereby reaffirm our long-term commitment to decarbonization, social justice, and sustainable development. With the support of our employees, partners, and customers, we will continue to transform ideas into solutions and challenges into opportunities. We are ready to build together a cleaner, smarter, and more inclusive future.

Tyler Li

President of BYD Brazil

02

Presentation

BYD is recognized for its leadership in solutions for electric mobility, clean energy, and sustainable innovation. This Sustainability Report reflects BYD Brazil's trajectory in 2024 and reaffirms alignment with the organization's global guidelines. Based on international indicators and responsible practices, the document presents the advances, challenges, and initiatives that marked the year, reinforcing the company's role as an agent of energy transition and sustainable development in the country.

2.1 ABOUT THIS REPORT

GRI 2-2; 2-3; 2-4

The BYD Brazil 2024 Sustainability Report reflects the company's commitment to fostering responsible and sustainable practices across all its operations. All of the company's businesses are dedicated to the generation and use of clean energy.

This is an annual report and covers the period from January 1, 2024 to December 31, 2024. For the first time, it follows the guidelines and indicators of the Global Reporting Initiative (GRI) and was validated with the ESG department at BYD's headquarters.

This report covers the following entities: BYD Energy do Brasil LTDA; BYD Indústria de Baterias LTDA; Consórcio BYD SkyRail São Paulo; BYD Auto do Brasil LTDA; and Metrogreen do Brasil LTDA. BYD Brazil's operational unit in Camaçari is still under development and therefore was not included in the data presented in this report.

Throughout this document, the company highlights initiatives aimed at reducing its carbon footprint, promoting clean technology, and driving responsible innovation. These actions generate long-term value for employees, customers, partners, and communities.

This report presents initiatives, actions, and data related to both BYD and BYD Brazil. "BYD" refers to BYD Company Limited and its subsidiaries, while "BYD Brazil" refers to BYD do Brasil LTDA and its subsidiaries. For clarity, references have been differentiated throughout the document. This approach reinforces the alignment of BYD Brazil's operations with the organization's global guidelines. Specifically, GRI 2: General Disclosures refers to BYD Brazil, while GRI 3: Material Topics relates to the integrated operations between the global company and its Brazilian subsidiary.

This report cites references to the BYD parent company's Sustainability Report, which is available at: https://www.bydglobal.com/cn/en/BYD_ENSocialResponsibility/SocietyDevelopment_mob.html

BYD Brazil believes that this report will contribute as a relevant source of information on its sustainable performance and the paths taken to generate a positive impact. The publication reaffirms the company's commitment to leading the transformation of mobility and energy, with a focus on efficiency and social and environmental responsibility.

For questions or further information regarding this report, please contact: vendas@byd.com.

2.2 MATERIALITY

GRI 2-14; 3-1; 3-2; 3-3

In 2024, BYD Brazil adopted a pragmatic approach to defining its material topics, combining the company's global guidelines with the realities of the local market. The process was structured around three pillars:

Alignment with BYD's global material topics:
The company's international materiality matrix was used as a starting point, ensuring alignment with BYD's worldwide ESG commitments.

Market benchmarking:
Sustainability practices from leading companies in the mobility, energy, and technology sectors (such as Apple, Meta, Google, and Mercedes-Benz) were analyzed, helping to identify relevant trends and challenges within the Brazilian context.

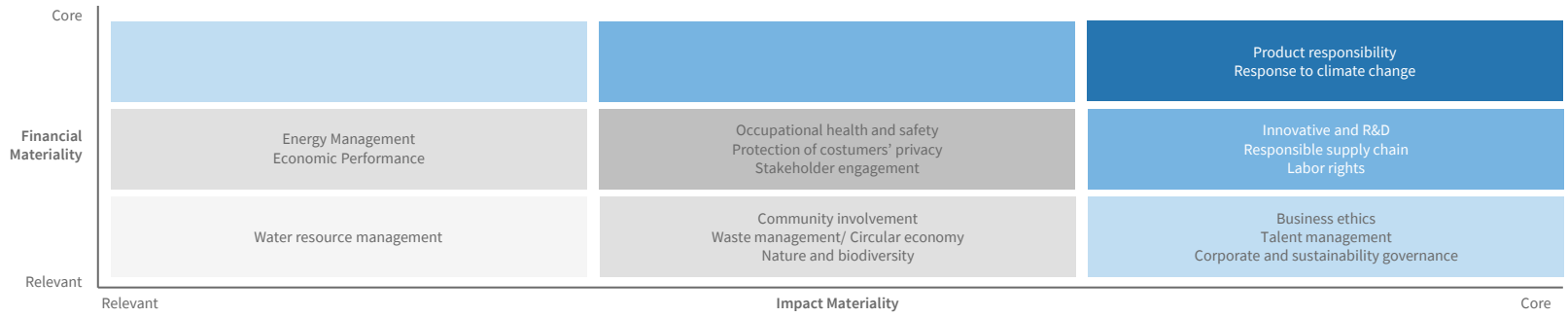
Validation by local leadership:
BYD Brazil's executive board and leadership team validated the selected topics, ensuring they align with the national strategy and address the key risks, opportunities, and impacts in the country.

This methodology ensured that the selected topics reflect both the organization's strategic perspective and the expectations of internal stakeholders, promoting effective integration between ESG management and value creation. External stakeholders were not consulted in this first report, but BYD Brazil aims to do so for future reports.

Below is the list of material topics prioritized for the 2024 BYD Brazil Sustainability Report, along with their correlation to the GRI 2021 Standards indicators:

Material Topic	Related GRI Indicators (2021)
Product responsibility	GRI 416-1, 416-2 (Impacts on consumer health and safety)
Response to climate change	GRI 301-1, 301-2, 301-3 (Materials); 302-1, 302-3, 302-4 (Energy); 305-1, 305-2, 305-3 (GHG Emissions)
Innovative and R&D	GRI 3-3 (Innovative and R&D)
Responsible supply chain	GRI 408-1 and 409-1 (Child labor / Forced labor)
Labor rights	GRI 401-1 to 401-3 (Employment); GRI 407-1 (Freedom of association); GRI 408-1 and 409-1 (Child labor / Forced labor)
Occupational health and safety	GRI 403-1 to 403-10 (Occupational Health and Safety Management)
Protection of customers' privacy	GRI 418-1 (Customer privacy breaches and data loss)
Stakeholder engagement	GRI 2-29 (Stakeholder engagement); GRI 3-1 (Material topics determination process); GRI 415-1 (Public Policy)
Community involvement	GRI 413-1, 413-2 (Operations with local community engagement, impacts, and programs); GRI 203-1 (Infrastructure investments and services)
Waste management/circular economy	GRI 306-1 to 306-5 (Waste)
Nature and biodiversity	GRI 303-1 to 303-4 (Water); GRI 304-1 to 304-4 (Biodiversity and protected habitats)
Business ethics	GRI 205-1, 205-2, 205-3 (Anti-corruption); GRI 206-1 (Fair competition)
Talent management	GRI 404-1 to 404-3 (Training and education); GRI 405-1, 405-2 (Diversity and equal opportunities); GRI 406-1 (Non-discrimination)
Corporate and sustainability governance	GRI 2-9 (Governance structure); GRI 2-12 to 2-16 (Roles of the Board and Committees in sustainability)
Economic performance	GRI 201-1 (Direct economic value generated and distributed); GRI 201-2 (Financial implications and other risks and opportunities arising from climate change); GRI 201-3 (Obligations of defined benefit plans and other retirement plans); GRI 201-4 (Financial assistance received from the government)
Energy management	GRI 302-1 (Energy consumption within the organization); GRI 302-2 (Energy consumption outside the organization); GRI 302-3 (Energy intensity); 302-4 (Reduction in energy consumption); GRI 302-5 (Reductions in the energy needs of products and services)
Water resource management	GRI 303-1 (Interactions with water as a shared resource); GRI 303-2 (Management of impacts related to water discharge); GRI 303-3 (Water withdrawal); GRI 303-4 (Water disposal); GRI 303-5 (Water consumption)

BYD DOUBLE MATERIALITY MATRIX



2.3 SUSTAINABILITY STRATEGY

GRI 2-22

BYD guides its operations based on the “DREAMS” philosophy, which encompasses six key pillars: Decarbonization, Revolution, Equity, Alliance, Moral Integrity, and Shared Value. The company is committed to driving global carbon reduction through new energy technologies, strengthening its competitiveness through innovation, promoting equal opportunities for its employees, building partnerships for sustainable development, ensuring compliance across its operations, and sharing results with its stakeholders. With this approach, BYD aims to consolidate its position as a benchmark and a driving force for sustainable development on a global scale.

BYD also has global policies dedicated to sustainable development, which are publicly available at: https://www.bydglobal.com/cn/en/BYD_ENSocialResponsibility/SocietyDevelopment_mob.html

In Brazil, the company has an Integrated Management System (IMS) Policy, available at: https://bydbrasil.com.br/wp-content/uploads/2025/03/Politica-do-Sistema-de-Gestao-Integrado-Rev.08.pdf

And a Compliance Manual, available at: https://www.byd.com/br/manual-compliance

2.4 SUSTAINABILITY PHILOSOPHY

BYD adopts the “Cool the Earth by One Degree” initiative as brand vision. The company focuses its efforts on seven key stakeholder groups: customers, employees, shareholders, suppliers, distributors and partners, governments and industry associations, media, and public. Through the Double Materiality assessment, BYD identifies and analyzes the demands of these stakeholders regarding sustainable development, integrating the key ESG topics into its “DREAMS” philosophy, which guides the company’s operations:

D	R	E	A	M	S
Decarbonization	**Revolution**	**Equity**	**Alliance**	**Moral Integrity**	**Shared Value**
Build a clean energy ecosystem and promote carbon reduction throughout the entire value chain.	Technology Based, Innovation Oriented, leading industry change	Insist on investing in talents, creating an equal workplace and encouraging healthy competition	Achieve complementary win-win results through synergistic development, and promote integration and innovation through vertical integration	Punish corruption, reward integrity, and win trust and respect	Use science and technology as the engine, and take universality as the direction to supply the world's needs
Green and low-carbon, protecting the future of the earth	Innovation and change to drive sustainable development	Equal Opportunities for Social Inclusion	Work together to build a green ecology	Honesty and integrity and business ethics	Sharing value for a Better Future:
BYD is committed to reducing carbon emissions through new energy vehicles and renewable energy technologies, and helping achieve the goal of global carbon neutrality. Through technological innovation, we promote the development of electric vehicles, solar energy and energy storage systems to support the global energy transition. At the same time, we actively promote green buildings and zero-waste office, reduce resource consumption and pollutant emissions, and strive to build a greener and lower-carbon future.	BYD insists on being driven by technological innovation and launching disruptive green technologies to improve the performance and safety of new energy vehicles. Through intelligent network technology, we provide users with a more intelligent driving experience. In addition, BYD actively cooperates with global scientific research institutions and enterprises to promote the progress of global new energy technologies.	BYD is committed to promoting diversity and inclusion within the enterprise and in the supply chain, and providing employees with equal development opportunities. Through training and education, we improve the skills and professionalism of our employees to ensure that everyone can find their own stage in BYD. At the same time, we actively support educational charity, stimulate students' interest in science and technology and cultivate more outstanding engineers by setting up scholarships and donating popular science exhibition tools.	BYD actively cooperates with suppliers, customers, governments and communities to incubate clean energy solutions and jointly promote the development of the new energy industry. By establishing a green supply chain, we ensure the sustainable sourcing of raw materials, and work together with all parties to build a greener and more sustainable ecosystem.	BYD has always adhered to the business principle of integrity and integrity to ensure compliance operations and fulfillment of social responsibilities. We conduct corporate operational management practices with the highest ethical standards through transparent management and strict internal oversight. We actively communicate with our stakeholders to ensure that our decisions and actions meet the expectations of society.	BYD is committed to sharing the benefits of its growth with shareholders, customers, employees, and society. The company delivers high-quality products and services, generates sustainable value through innovation and business expansion, promotes employee well-being, and contributes to community development and environmental preservation.

2.5 HIGHLIGHTS IN 2024

BYD

10 million as of 2024
vehicles produced

+ de 59.000
patent applications

11 research
institutes

+ 122.000
R&D professionals

+ de 35.000
patents granted

Global key indicators	Unit	2024
Operating revenue	RMB thousand	777.102.45
Net profit attributable to parent company shareholders	RMB thousand	40.254.346
Total taxes paid in the chinese market	RMB 100 million	510

BYD Brazil

70.000
electrified vehicles sold

150
automotive dealerships opened

Exceeded
1.000 employee in Brazil

2.500.000
photovoltaic modules manufactured

The first laboratory
in Latin America, in Brazil, to study the entire production cycle of photovoltaic modules, with an investment ofR$65 million in R&D

03

About BYD

SDGs 3; 9; 11; 12 and 17

BYD is a global high-tech company committed to innovation, sustainability, and the development of solutions that contribute to a cleaner and smarter future. The company operates in strategic sectors such as electric mobility, renewable energy, electronics, and urban transportation, establishing itself as one of the leading forces in the global energy transformation. With a strong international presence and leadership in new energy vehicles, BYD drives technological advancements that connect efficiency, environmental responsibility, and collective well-being.

3.1 HISTORY

BYD was founded on November 18, 1994, and is headquartered in Shenzhen, in China's Guangdong Province. The company operates across four major sectors: automotive, electronics, renewable energy, and rail transit. BYD is part of the Fortune Global 500 list and is publicly traded on the Hong Kong and Shenzhen stock exchanges.

Committed to the responsibilities of its time, the company has fully embraced advances in electrification and vehicle intelligence, establishing itself as a global leader in new energy vehicles both in China and worldwide, while paving the way for innovation and sustainable development.

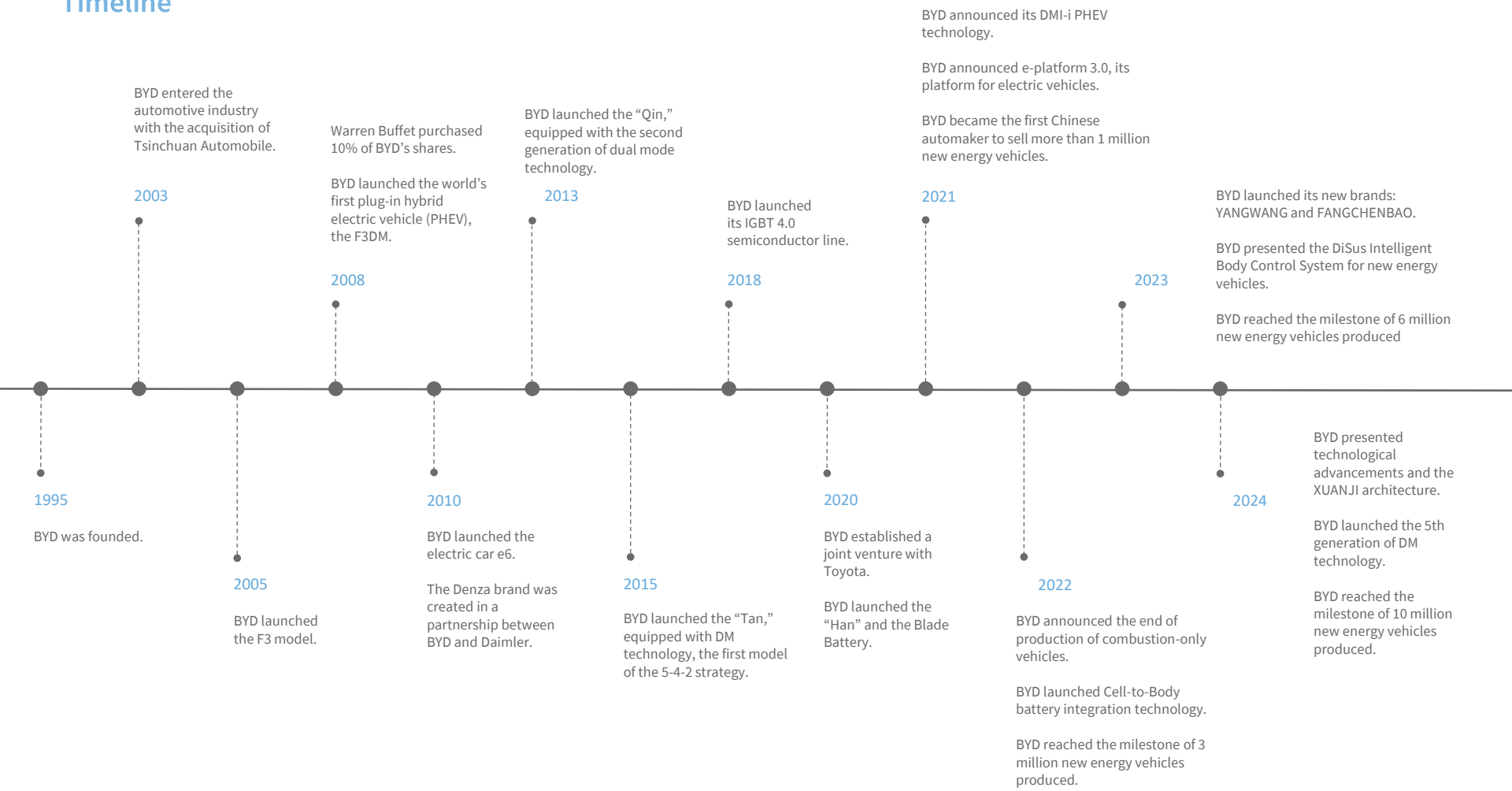
BYD's mission is to deliver Technological Innovations for a Better Life. The company believes that advancing the three green dreams—solar energy, energy storage systems, and electrified vehicles—contributing to global environmental balance and promoting human well-being for generations to come are among its most important social responsibilities.

The company places a high value on technology and innovation, treating technology as its primary competitive strength and innovation as the fundamental driver of its sustainable development. BYD's corporate culture is grounded in excellence, pragmatism, passion, and innovation.

For information about BYD's 2024 milestones and awards, please refer to the 2024 BYD Sustainability Report, pages 8 to 10 and 21.

BYD Headquarters in Shenzhen

Timeline


1995
BYD was founded.
2003
BYD entered the automotive industry with the acquisition of Tsinchuan Automobile.
2005
BYD launched the F3 model.
2008
Warren Buffet purchased 10% of BYD's shares.
BYD launched the world's first plug-in hybrid electric vehicle (PHEV), the F3DM.
2010
BYD launched the electric car e6.
The Denza brand was created in a partnership between BYD and Daimler.
2013
BYD launched the "Qin," equipped with the second generation of dual mode technology.
2015
BYD launched the "Tan," equipped with DM technology, the first model of the 5-4-2 strategy.
2018
BYD launched its IGBT 4.0 semiconductor line.
2020
BYD established a joint venture with Toyota.
BYD launched the "Han" and the Blade Battery.
2021
BYD announced its DMI-i PHEV technology.
BYD announced e-platform 3.0, its platform for electric vehicles.
BYD became the first Chinese automaker to sell more than 1 million new energy vehicles.
2022
BYD announced the end of production of combustion-only vehicles.
BYD launched Cell-to-Body battery integration technology.
BYD reached the milestone of 3 million new energy vehicles produced.
2023
BYD launched its new brands: YANGWANG and FANGCHENBAO.
BYD presented the DiSus Intelligent Body Control System for new energy vehicles.
BYD reached the milestone of 6 million new energy vehicles produced
2024
BYD presented technological advancements and the XUANJI architecture.
BYD launched the 5th generation of DM technology.
BYD reached the milestone of 10 million new energy vehicles produced.

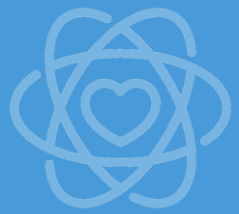
3.2 MISSION, VISION, AND CORE VALUES

OUR MISSION

Technological innovations
for a better life.

OUR VISION

Cool the Earth by One Degree



CORE VALUES

EXCELLENCE
Motivates our dreams with vitality.

PRAGMATISM
Turns our dreams into reality.

PASSION
Fills our dreams with spirit.

INNOVATION
Facilitates our dreams by invention.

3.3 COUNTRIES WHERE WE OPERATE

BYD is actively expanding its presence in global markets, with established operations across the Asia-Pacific, Europe, Middle East and Africa, and Americas regions.

EUROPE

The United Kingdom	Italy	Sweden	Norway	France	Spain	Ireland
Germany	Hungary	Austria	.....			

ASIA-PACIFIC

Chinese Mainland	Thailand	Macao, China
Australia	New Zealand	Malaysia
Indonesia	Singapore	Vietnam
Hong Kong, China	Japan	.....

AMERICA

Brazil	Uruguay	Mexico	Costa Rica	Colombia
Paraguay	Chile	Panama	Ecuador	
Dominican Republic	.....			

MIDDLE EAST & AFRICA

Saudi Arabia	Oman	South Africa	Mauritius	United Arab Emirates	Qatar	Morocco
Kuwait	Jordan	Tunisia	.....			

3.4 BUSINESS

Automotive

BYD has established itself as a leader in the automotive sector by mastering the core technologies of the new energy vehicle industrial chain, including batteries, motors, and controllers. With innovations such as the Blade Battery and the e-Platform 3.0, the company leads the global transformation toward electrified mobility. In 2024, BYD delivered 4.27 million electrified vehicles, achieving 41% year-over-year growth and consolidating its position as a global market leader.

Electronics

In the electronics sector, BYD Electronics has become a global high-tech supplier, serving industries such as smartphones, electrified vehicles, smart home, drones, and communication equipment. With expertise in artificial intelligence (AI), 5G, IoT, and thermal management, BYD provides integrated product solutions for clients worldwide.

Renewable energy

As a provider of integrated renewable energy solutions, BYD develops and markets products including batteries, solar energy systems, and energy storage solutions, offering a fully integrated supply chain that spans generation, storage, and energy application. This comprehensive industrial ecosystem allows BYD to anticipate industry trends.

Urban transportation

Expanding its electric vehicle value chain, BYD entered the rail transit sector with 100% proprietary technology. The company developed the SkyRail and SkyShuttle, filling a technological gap in urban transportation. The deployment of the SkyShuttle drives sustainable urban mobility in China and offers viable solutions for traffic management in cities worldwide.

Since 2008, BYD has pursued the strategy of “electrifying public transport”, leading a global movement. Today, BYD’s electric buses operate in over 400 cities across more than 70 countries. The company has delivered over 105,000 electric buses globally, with a total mileage exceeding 16 billion kilometers.

Logistics

BYD’s operations in the cargo transport sector play a key role in advancing sustainable solutions for large-scale logistics. Replacing diesel trucks with high-efficiency electric trucks significantly reduces greenhouse gas emissions without compromising operational productivity. This reinforces BYD’s commitment to decarbonizing logistics and supporting global sustainability goals.

Beyond trucks, BYD supplies a full range of electric material handling equipment, such as forklifts, tow tractors, and pallet trucks. These vehicles are powered by lithium iron phosphate (LFP) batteries, renowned for operational safety, energy efficiency, and long lifespan. This approach broadens zero-emission options for customers seeking to embed sustainability throughout their logistics chain.

3.5 RESEARCH & DEVELOPMENT

GRI 3-3 Innovation, Research, and Development

At BYD headquarters, two physical symbols represent the company's cultural pillars: the "Patent Wall," displaying more than 35,000 granted patents, reflecting its deep commitment to innovation; and the "Craftsman Wall," celebrating manufacturing excellence with artisanal quality. Together, these symbols embody the "Soul of Engineers" — the fusion of technological innovation and manufacturing precision at the heart of BYD's industrial transformation.

This philosophy goes beyond technology, representing a symbiotic model that integrates innovation, manufacturing, and talent development with a focus on creating social value. BYD believes technology should serve the greater good, addressing global challenges such as energy crises, safety, and sustainability. This mindset drives BYD's role as a global change-maker, bringing Chinese industrial wisdom to sustainable development worldwide.

BYD's talent strategy focuses on creating a dynamic innovation ecosystem, currently bringing together over 122,000 R&D engineers engaged in collaborative processes. This model accelerates technological breakthroughs, develops technical leadership, and cements BYD's position at the forefront of the transition toward a more efficient and socially responsible industrial economy.

Leveraging its robust R&D experience, BYD applies technological innovations across multiple sectors, fostering a greener and smarter society. As the world's largest new energy vehicle production system, the company drives the entire industrial chain — from supply to consumption — while developing low-impact mobility solutions. Products featuring advanced materials and smart technologies help extend product lifecycles, reduce energy consumption, and encourage low-carbon lifestyles. In design, BYD breaks traditional paradigms, combining aesthetic innovation with comfort and functionality.

BYD adopts an open innovation approach, collaborating with diverse sectors to integrate technologies such as artificial intelligence, big data, and digitalization. This cross-industry collaboration accelerates solutions like autonomous driving and smart cockpits, transforming vehicles into intelligent, multifunctional terminals. By breaking down barriers between mobility, connectivity, and technology, BYD not only redefines the driving experience but also contributes to the development of a more connected, efficient, and sustainable society.

Patent Wall

Intellectual property protection

Intellectual property (IP) is a strategic pillar for BYD and a critical driver of innovation-based development. The company enforces a rigorous, systematic IP management framework in compliance with both Chinese and international laws, while fully respecting third-party rights. Through a robust governance system, BYD fosters internal awareness, establishes clear policies and regulations, and ensures the proper creation, protection, and use of its IP assets.

In recent years, BYD has entered a phase of qualitative consolidation of its IP portfolio, focusing on high-value, strategically significant patents. This process is closely integrated with R&D, prioritizing deep technological innovation aligned with the company's long-term objectives. This strategy strengthens BYD's positioning in global markets and reinforces its commitment to generating sustained value through innovation.

As part of this effort, BYD actively promotes an IP protection culture among its employees. In 2024, the company held 102 training sessions globally, ranging from introductory courses to advanced training on patent development and strategic portfolio management. These sessions engaged more than 5,100 participants, totaling 167 hours of training, enhancing BYD's technical foundation and expanding its global capability to protect innovations.

Supporting industrial development

In pursuit of sustainable development, BYD actively contributes to strengthening the industry. The company participates in the development of technical standards, collaborates strategically with industry associations, and engages in forums and knowledge exchanges. Through dialogue with industry leaders, BYD helps establish robust foundations for technical standards and promotes high-quality growth in the new energy industry.

Active role in standard setting

BYD plays a leading role in drafting key Chinese standards for electric mobility, such as GB/T 18487.5-2024 and GB/T 27930.2-2024, which define DC charging protocols and communication standards between chargers and vehicles. These standards improve compatibility between new and legacy systems, while enhancing charging safety and user convenience. BYD also contributed to the development of China's first mandatory standards for intelligent connected vehicles, advancing safety and sustainable growth in this emerging sector.

Leveraging its R&D expertise and extensive real-world data, BYD integrates technological innovation and field experience into standard development, helping raise safety standards and ensuring regulations keep pace with technological evolution.

Ethics in science and technology

In the era of electrification and vehicle intelligence, BYD integrates fundamental ethical principles into its science and technology activities, such as respect for privacy, prevention of discrimination, promotion of transparency and security, legal compliance, and promotion of human well-being. These values are present in all phases of Research & Development, ensuring that each innovation is conducted responsibly, respecting individual dignity, and contributing to the sustainable development of society. Technologies such as autonomous driving and the Internet of Vehicles undergo prior ethical assessments, focusing on security, privacy, and regulatory compliance.

In its daily use of data, the company maintains strict ethical standards, ensuring express user consent and adopting measures such as encryption, access control, and restricted use of information. BYD also provides periodic training on technological ethics, involving new employees and technical teams, reinforcing the organizational culture of responsibility. With these practices, the company ensures that its technological advancements are always aligned with the public interest and the construction of a safer and more ethical future.

BYD Science and Technology Code of Conduct:

- Respecting user privacy
- Avoiding bias and discrimination
- Enhancing security and transparency
- Consciously conducting self-review
- Promoting human well-being
- Complying with laws and regulations

For further details on BYD's research and development, refer to the 2024 BYD Sustainability Report, pages 11–15 and 68–72.

3.6 GLOBAL SUSTAINABILITY PERFORMANCE

Our corporate governance

Return to shareholders	RMB 777.102.455 thousand (Operating revenue in 2024)	RMB 40.254.346 thousand Net profit attributable to shareholders of the parent company in 2024, with a 34% growth rate
Innovative R&D	Investment in R&D in 2024: RMB 54.160.964 thousand R&D investment as a proportion of operating revenue: 6,97%	
	46.201 patent applications in China and 13.490 abroad	
ESG governance	Establishment of the Strategy and Sustainable Development Committee*	Appointment of the Chief Sustainability Officer (CSO) (*On March 24, 2025, the Board-level Strategy Committee was renamed the Strategy and Sustainable Development Committee.)

Our environmental contribution

New energy vehicles (NEVs)	4.272.145 vehicles BYD New Energy Vehicle Sales in 2024	Approximately 150 billion km Total electric mileage driven by BYD new energy vehicles in 2024
Climate target	Achieve carbon neutrality across the entire value chain by 2045	Using 2023 as the baseline, achieve a 50% reduction in carbon intensity of own operations by 2030
Energy conservation and emissions reduction	In 2024, over 410 energy-saving projects implemented, reducing more than 210.000 tons of CO_2 equivalent Voluntary purchase of over 2,23 million green certificates and approximately 468 million kWh of green electricity	

Our people

As of December 31, 2024, BYD had a total workforce of 968.872 employees, representing a 37,7% increase compared to 2023

Diversity	30,11% Female employees	9,81% Employees from ethnic minorities
Employee Development	Over 1.600 participants in postdoctoral programs	55,35 hours Average training hours per employee

Our contribution to the value chain

Philanthropy and welfare	RMB 3 billion Educational Philanthropy Fund	RMB 29.965.000 Total donations by the Group in 2024
Customer relations	Over 95% customer satisfaction rate	0 significant customer privacy violations
Supply chain management	First-time execution of conflict minerals due diligence ensuring full lifecycle management of suppliers	75 technical workshops held with suppliers

3.7 MISSION TO HELP COOL THE EARTH

BYD is firmly committed to contributing to the reduction of global greenhouse gas emissions through technologically advanced and environmentally responsible products, with the ultimate mission of Cool the Earth by One Degree.

To achieve this mission, the company implements initiatives focused on preserving water resources; promoting clean and accessible energy; developing innovative and sustainable technologies; reducing resource consumption and waste generation; combating climate change; Strengthening strategic partnerships.

3.8 CLIMATE CHANGE RESPONSE

GRI 3-3: Climate Change Response

In the face of the growing challenges posed by climate change, BYD adopts a scientific and systematic approach to manage climate-related risks and opportunities across its entire value chain. In line with the global efforts reinforced by the Baku Climate Solidarity Pact (COP29), the company conducts assessments based on different scenarios and timeframes — short, medium, and long term — to anticipate impacts and guide its sustainable operations.

With targets aligned with emissions reduction and carbon neutrality, BYD integrates green development into its strategies and operations. The company proactively identifies climate risks and implements action plans to decarbonize the industrial chain. This effort aims to accelerate the transition to a low-carbon model, contributing to tackling the climate crisis in a concrete and measurable way.

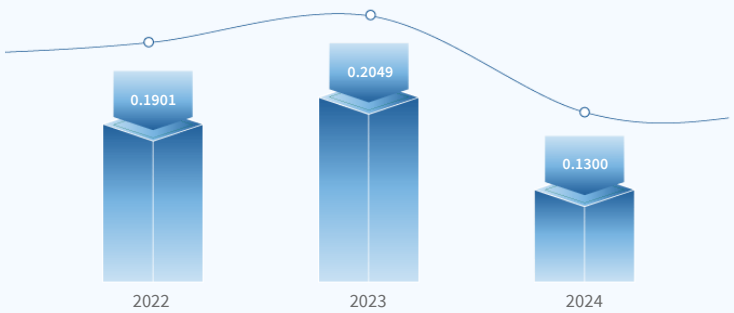
BYD's climate governance structure is robust and includes the Board of Directors, strategic committees, and specialized ESG and emissions teams.

In 2024, the company globally set the target of achieving carbon neutrality across the entire value chain by 2045, with a 50% reduction in the carbon intensity of its own operations by 2030, using 2023 as the baseline year. To enable this ambition, the company implemented the "12345 Pathway" strategy, which structures its climate journey around five main pillars: green strategy, green innovation, green management, green products, and green recycling. This integrated approach consolidates the company's commitment to sustainable development and the future of the planet.

During COP29, BYD signed an agreement to implement a project focused on sustainability, reaffirming its active role in global discussions and solutions related to the climate agenda and the development of clean technologies.

For further information on BYD's climate responses, refer to the 2024 BYD Sustainability Report, pages 41 to 44.

GHG emission intensity (Scope 1 + Scope 2)
(Unit: tCO2e/ RMB 10,000 revenue)



Gradual carbon reduction targets

By 2030,

achieve a 50% reduction in the carbon intensity of the Group's own operations*

(2023 as the baseline year)

*BYD Scopes 1 and 2

Reduce 50%

IN 2024

BYD voluntarily acquired more than 2.23 million renewable energy certificates and approximately 468 million kWh of green electricity.

3.9 PRODUCT RESPONSIBILITY

GRI 3-3: Product Responsibility; 416-1

BYD considers quality as the fundamental basis of manufacturing, the essence of its products, and a guarantee for the sustainable development of the industry. To ensure high standards, the company implements a comprehensive quality management system, covering all stages of the product life cycle — from Research & Development to production and after-sales. BYD adopts the "zero defects" concept as a goal, promoting a culture of excellence and integrating quality awareness at all operational levels, with a focus on customer safety and strict control and recall processes.

Quality control at BYD is rigorous and continuous, from the incoming raw materials to the delivery of the final product. The company establishes standards and procedures higher than those required by regulations, ensuring safe, efficient, and reliable production. This approach reflects BYD's commitment to excellence and responsibility, consolidating its position as a benchmark in quality in the mobility and solar energy sectors.

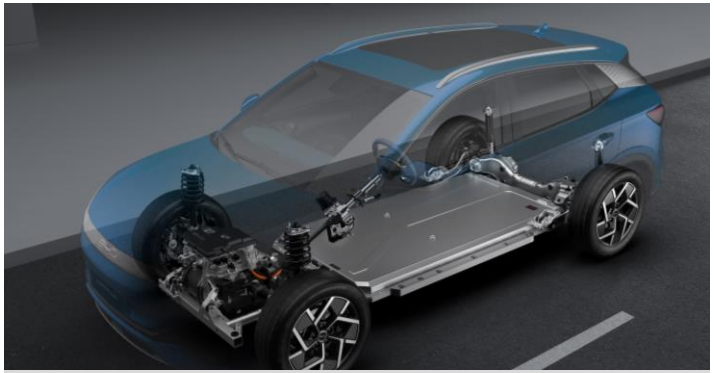
Product safety

BYD prioritizes safety and does not accept that users bear risks arising from immature technologies. To this end, the company maintains the Automotive Product Safety Committee and operates based on the principle of "safety first, prevention as focus, clear responsibility, and continuous improvement." The organization has a structured system of responsibility for quality and safety, which aims to promote technological innovations, strengthen the monitoring platform, enhance after-sales capabilities, improve incident response, and comprehensively ensure the safety of products and users.

The company has developed a comprehensive safety assurance system that addresses safety architecture, safety systems, and safety technologies, covering all aspects of product safety, including battery safety, collision safety, high-voltage safety, and braking safety.

Innovation in safety technologies

In the field of electrified vehicle safety, BYD has continuously driven innovation. Technologies such as the precise body attitude control with emergency floatation function from the e4 platform, and high-speed stability control with a flat tire from the e-platform 3.0, ensure vehicle control under various conditions. Regarding battery safety, the "three-electric system" features IP69 protection and uses lithium iron phosphate batteries. BYD's proprietary Blade Batteries surpass the Nail Penetration Test — the industry's most rigorous test for individual cells — setting a new benchmark for safety in electrified vehicles. In terms of structural safety, BYD applies CTB (Cell-to-Body) technology, which integrates the battery cells directly into the pack and incorporates the entire assembly into the vehicle's chassis structure, increasing resistance and crash safety.



E-platform 3.0

BYD Blade Battery

Development of smart safe driving systems

Combining intelligent driving technologies with vehicle-to-infrastructure integration, the company developed the “God’s Eye” system, which performs real-time monitoring of the vehicle’s driving and operational status, generating early alerts and significantly improving driving safety.

Vehicle intelligence and operational efficiency

The XUANJI intelligent architecture integrates electrification and vehicle intelligence, providing a safer, more efficient, and personalized driving experience. This solution breaks barriers between different systems and detects real-time changes in internal and external environments, allowing the vehicle to quickly adjust its behavior to adapt to different road conditions, enhancing both safety and efficiency.

BYD remains committed to building a safer and smarter mobility future through continuous advancements in product safety technologies, the optimization of intelligent systems, and the efficient use of embedded technologies. All BYD models comply with current safety regulations, including the China Insurance Automotive Safety Index (C-IASI), Euro NCAP, and ANCAP. The company ensures high protection standards through continuous innovation and robust technical performance.

Recognition in safety assessments

The BYD Dolphin Mini achieved the highest rating (A) in all three assessed categories: safety, range, and crash protection — becoming the first model to achieve a triple A rating with excellence in all areas.

The BYD Dolphin Plus became the first model in China to earn five stars in the Latin NCAP crash test, also being the first 100% electric model to receive the maximum score in the organization’s history.

For further information on BYD’s product quality and safety, refer to the 2024 BYD Sustainability Report, pages 73 to 79.

BYD Doplin Mini, top rating in safety tests

3.10 GLOBAL PARTNERSHIPS

Strategic partnership between BYD and Uber

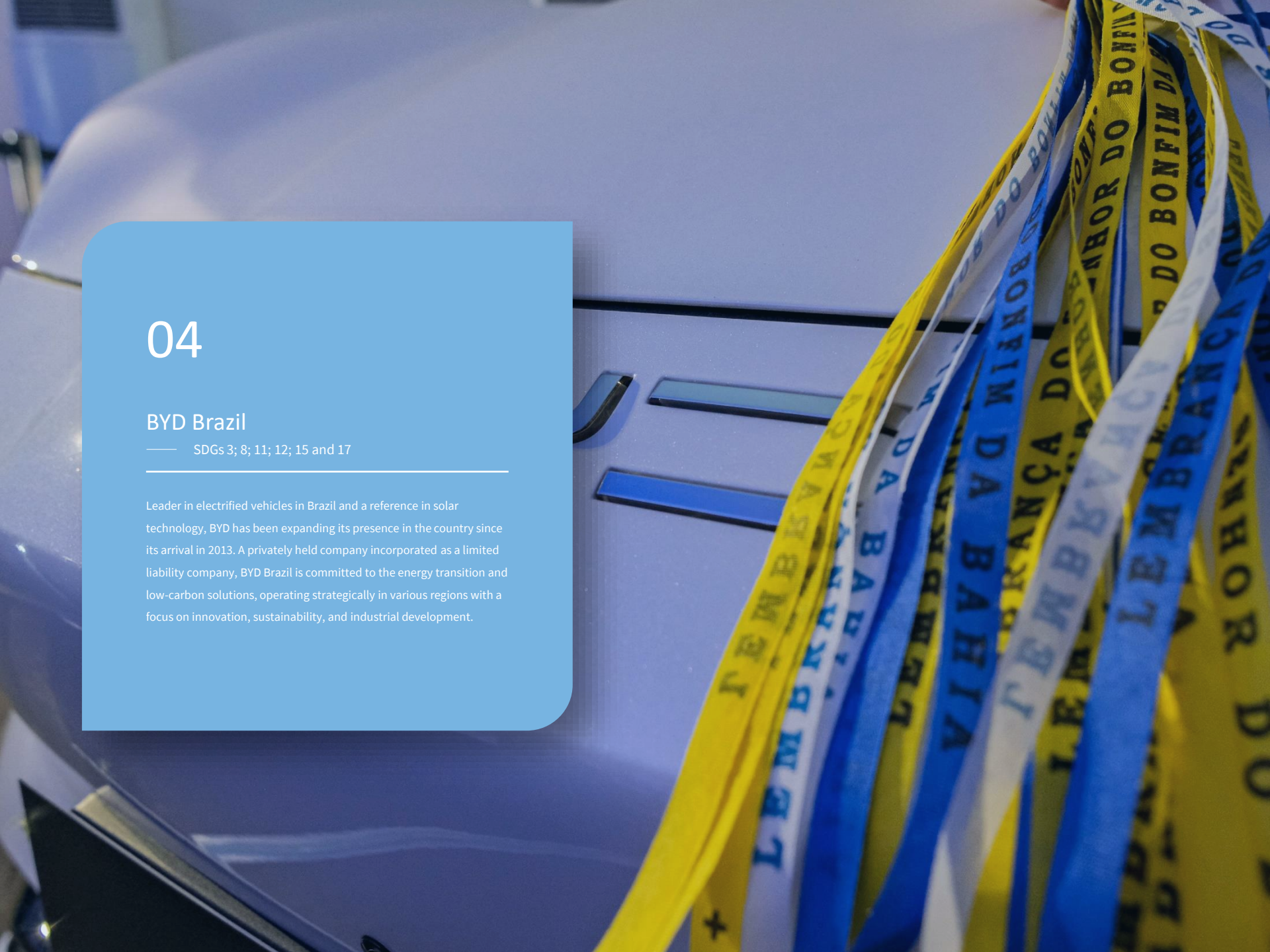
Strategic partnership between BYD and Uber

In July 2024, BYD signed a strategic partnership with Uber, with the plan to launch 100,000 new BYD electric vehicles in key markets worldwide. The goal is to expand the fleet of electrified vehicles on Uber's platform and promote the use of sustainable and environmentally responsible mobility solutions.

Official partnership between BYD and UEFA U-21 2025

In December 2024, BYD announced it had become the official partner of the 2025 UEFA Under-21 Championship (UEFA U-21), becoming the first new energy vehicle brand to maintain ongoing cooperation with the UEFA Cup and UEFA U-21. The company will provide the official vehicles for the tournament, offering European consumers the opportunity to experience firsthand the technological potential of new energy vehicles and BYD's commitment to sustainable development.

Official partnership between BYD and UEFA U-21 2025



04

BYD Brazil

SDGs 3; 8; 11; 12; 15 and 17

Leader in electrified vehicles in Brazil and a reference in solar technology, BYD has been expanding its presence in the country since its arrival in 2013. A privately held company incorporated as a limited liability company, BYD Brazil is committed to the energy transition and low-carbon solutions, operating strategically in various regions with a focus on innovation, sustainability, and industrial development.

4.1 About BYD Brazil

GRI 2-1; 2-6

BYD Brazil's headquarters is located in the city of Campinas, São Paulo state, at Avenida Antônio Buscato, 230, Terminal Intermodal de Cargas (TIC), ZIP code 13069-119. In the municipality, the company operates two industrial units: one dedicated to assembling 100% electric bus chassis and another specialized in producing photovoltaic modules. It also runs a Solar Kit factory in Campinas. In Manaus (AM), BYD Brazil operates a plant in the Industrial District focused on manufacturing lithium iron phosphate batteries. The company also imports and sells forklifts, pallet trucks, tow tractors, and trucks — all 100% electric.

Since November 2021, BYD Brazil has been operating in the passenger vehicle segment in the country. With a constantly expanding line of electrified models and a solid dealership network, the company offers Brazilian consumers high-performance technological solutions aligned with environmental sustainability.

The company has a diversified presence, covering the sectors of light vehicles (automobiles), heavy vehicles (trucks and buses), logistics (forklifts and tow tractors), energy (photovoltaic modules, solar kits, stationary batteries, and vehicle chargers), and rail mobility (Skyrail). The markets served reflect this diversity: automobiles are sold to both individuals and corporate or public fleets; trucks are supplied to companies in general, including waste collection operators; bus chassis serve public transport, urban mobility, and charter services; logistics equipment like forklifts and tow tractors are targeted at logistics firms and industries of various sizes; energy generation and storage systems, including photovoltaic modules, solar kits, and stationary batteries, are offered to residential consumers, companies, and public institutions; vehicle chargers are acquired by individuals, companies, governments, and fueling stations; and the Skyrail system serves rail transit operators.

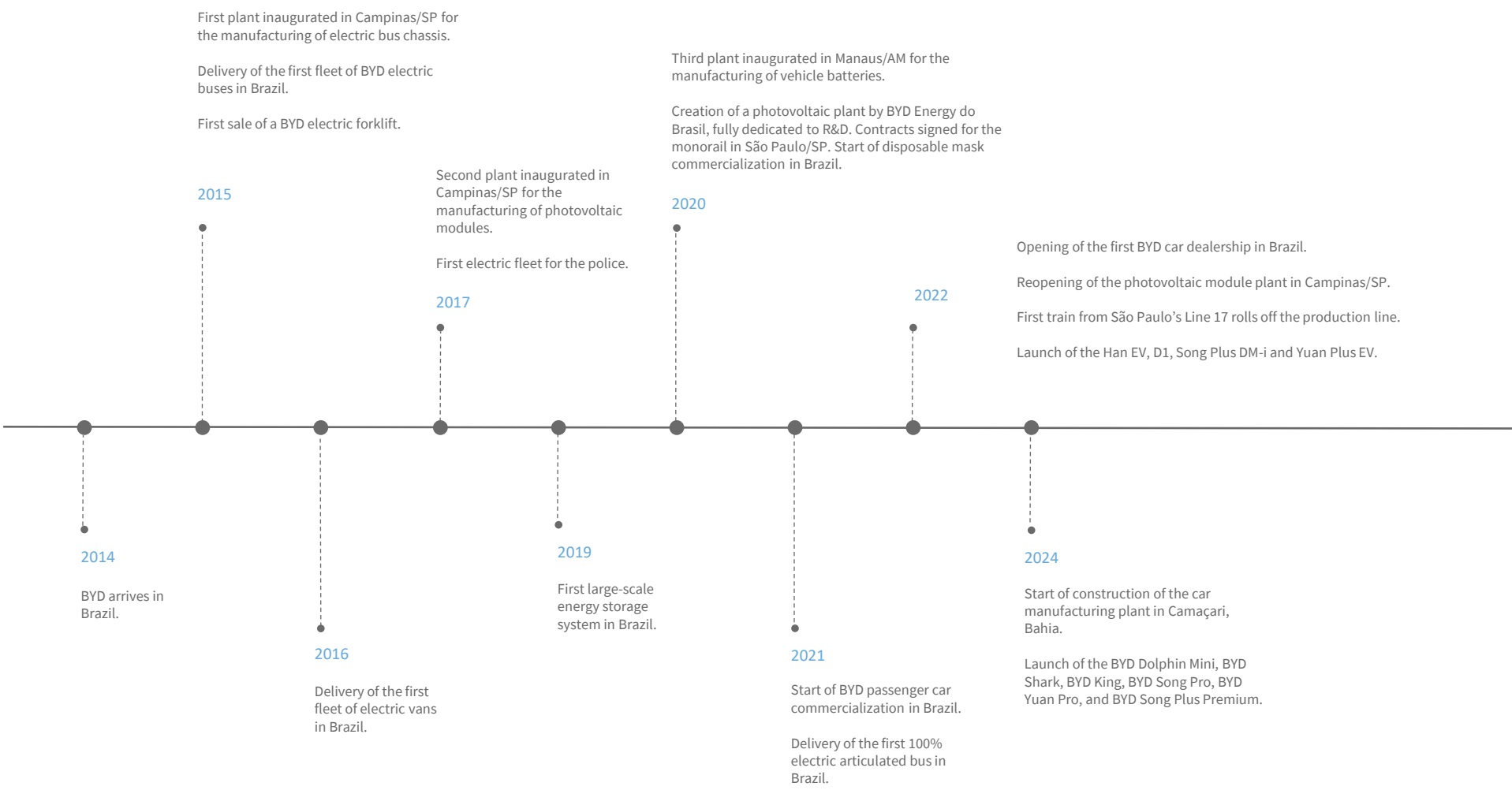
The company's presence spans several cities across the country, with operations in São Paulo, Campinas, Rio de Janeiro, Cariacica, São José dos Pinhais, Serra, Cabo de Santo Agostinho, Brasília, Itapoá, Araquari, and Araçariguama. This extensive footprint reinforces BYD Brazil's commitment to regional development and clean mobility.

In 2024, BYD Brazil celebrated 10 years of operations in the country and reached the milestone of 1,000 employees. Since arriving in Brazil, BYD has overcome challenges, achieved important victories, and has been writing a story marked by innovation, commitment, and remarkable results.

That same year, the company began implementing the Camaçari Industrial Complex in Bahia, which will house BYD's first automobile factory outside Asia. The project represents a strategic milestone for expanding local production and strengthens Brazil's role in the global electric mobility chain. With investments in infrastructure, technology, and human capital, BYD continues to drive integrated and sustainable solutions, contributing to the construction of a low-emission future with greater energy efficiency.

BYD Brazil headquarters in Campinas (SP)

4.2 HISTORY OF BYD BRAZIL



4.3 NATIONAL PRESENCE

Present in 6 Brazilian states

Photovoltaic Module Factory – Campinas, SP
Electric Bus Chassis Factory – Campinas, SP
Solar Kit Factory – Campinas, SP
Battery Factory – Manaus, AM
Automobile Factory – Camaçari, BA
Skyrail Project (Line 17-Gold) – São Paulo, SP
Business Office – Rio de Janeiro, RJ
Business Office – Vitória, ES
Distribution Center – Cariacica, ES
Distribution Center – São José dos Pinhais, PR

4.4 MEMBERSHIP IN THE UNITED NATIONS GLOBAL COMPACT

BYD Brazil is a signatory of the United Nations (UN) Global Compact and actively participates in the Brazil Network, an initiative that mobilizes the business sector around the adoption of the Ten Universally Recognized Principles in the areas of human rights, labour, environment, and anti-corruption. This membership reinforces the company's commitment to operating in an ethical, transparent manner, aligned with the Sustainable Development Goals (SDGs).

As part of this commitment, BYD Brazil publishes the annual Communication on Progress (COP) report, demonstrating transparency and accountability in fulfilling the principles it has embraced. This practice strengthens the company's positioning as an agent of transformation and reinforces its contribution to building a fairer, more resilient, and more inclusive global economy.

By joining the world's largest corporate sustainability initiative, BYD reaffirms its mission to develop clean, smart, and sustainable solutions, actively contributing to the creation of a more prosperous and balanced future for the next generations.

4.5 STAKEHOLDERS

GRI 2-29; 3-3: Stakeholder Engagement

BYD Brazil's stakeholders represent the key audiences with whom the company maintains continuous dialogue, strategic relationships, and commitments guided by ethics, transparency, and sustainability. Among these stakeholders are: Customers, who drive innovation and guide the development of sustainable solutions, Dealerships, which serve as essential points of contact with the market, ensuring excellence in the purchasing experience and after-sales service, Employees, who are responsible for turning the company's vision into reality through talent, commitment, and diversity.

The company also relies on the engagement of third-party professionals, linked to service providers directly involved in BYD Brazil's operations; local communities, which, although located outside the operational area, may experience direct or indirect impacts resulting from the company's activities; suppliers, who provide essential inputs, components, and services; and various government bodies at the municipal, state, and federal levels, with whom the company interacts to ensure legal compliance and institutional support.

Other key stakeholders include the press and influencers, who communicate information about the company to the market, either spontaneously or through contracted partnerships; and industry organizations, such as associations, forums, unions, committees, and civil society entities, where BYD Brazil actively participates to contribute to debates and integrate agendas focused on sustainability, innovation, and clean mobility.

BYD Brazil is committed to maintaining open, transparent, and regular communication with all stakeholders, fostering relationships based on mutual trust and joint development. The company establishes and utilizes a variety of communication channels and methods to effectively understand and respond to the expectations, needs, and concerns of different groups. Recognizing that priorities vary depending on the stakeholder type, geographic location, and social and environmental context, BYD Brazil adopts customized approaches to listening and responding.

Stakeholder engagement is conducted in accordance with the company's internal policies and regulations, especially the Code of Conduct and Compliance Manual, which guide employees on how to interact appropriately with the company's various audiences. Through these guidelines, BYD Brazil seeks to promote strategic, ethical, and long-lasting relationships, strengthening its role as an agent of sustainable transformation and contributing to the construction of a clean, intelligent, and integrated ecosystem.

4.6 GOVERNMENT RELATIONS

GRI 415-1

In 2024, BYD Brazil's Institutional and Government Relations department achieved significant progress in strengthening the company's institutional presence in the country. The company was actively involved in initiatives aimed at the development and improvement of public policies in the areas of electric mobility, renewable energy, and logistics infrastructure. These activities were conducted in close collaboration with the Federal Government, as well as state governments considered strategic for BYD Brazil's operations, such as Bahia and São Paulo. The company also expanded its dialogue with the Legislative branches at the federal, state, and municipal levels, always with the goal of advocating for issues relevant to sustainability and the company's competitiveness.

BYD Brazil maintains ongoing engagement with federal government agencies, sector-specific ministries, the National Congress, state legislative assemblies, state governments, and municipalities. This network of relationships is fundamental to ensuring a stable regulatory environment, providing legal certainty and predictability for the company's investments. Institutional engagement enables BYD Brazil to actively participate in regulatory discussions, influence strategic public policies, and protect its legitimate interests, supporting the sustainable expansion of its business in Brazil.

In 2024, BYD reaffirmed its commitment to ethics, integrity, and compliance. No political contributions—financial or non-financial, direct or indirect—were made in any country. All institutional activities strictly comply with current laws, particularly the Electoral Law (Law No. 9.504/1997) and the Anti-Corruption Law (Law No. 12.846/2013), reinforcing the company's commitment to transparency and best business practices.

For 2025, the company aims to expand its institutional presence, focusing on consolidating BYD Brazil's leadership in the national energy transition agenda, especially with the opening of the new factory. The company plans to increase its participation in the improvement of regulatory frameworks and in the development of public policies that encourage local production, technological innovation, and the advancement of electromobility. The goal is to strengthen strategic partnerships and ensure an institutional environment that continues to promote the sustainable growth of the company in Brazil.

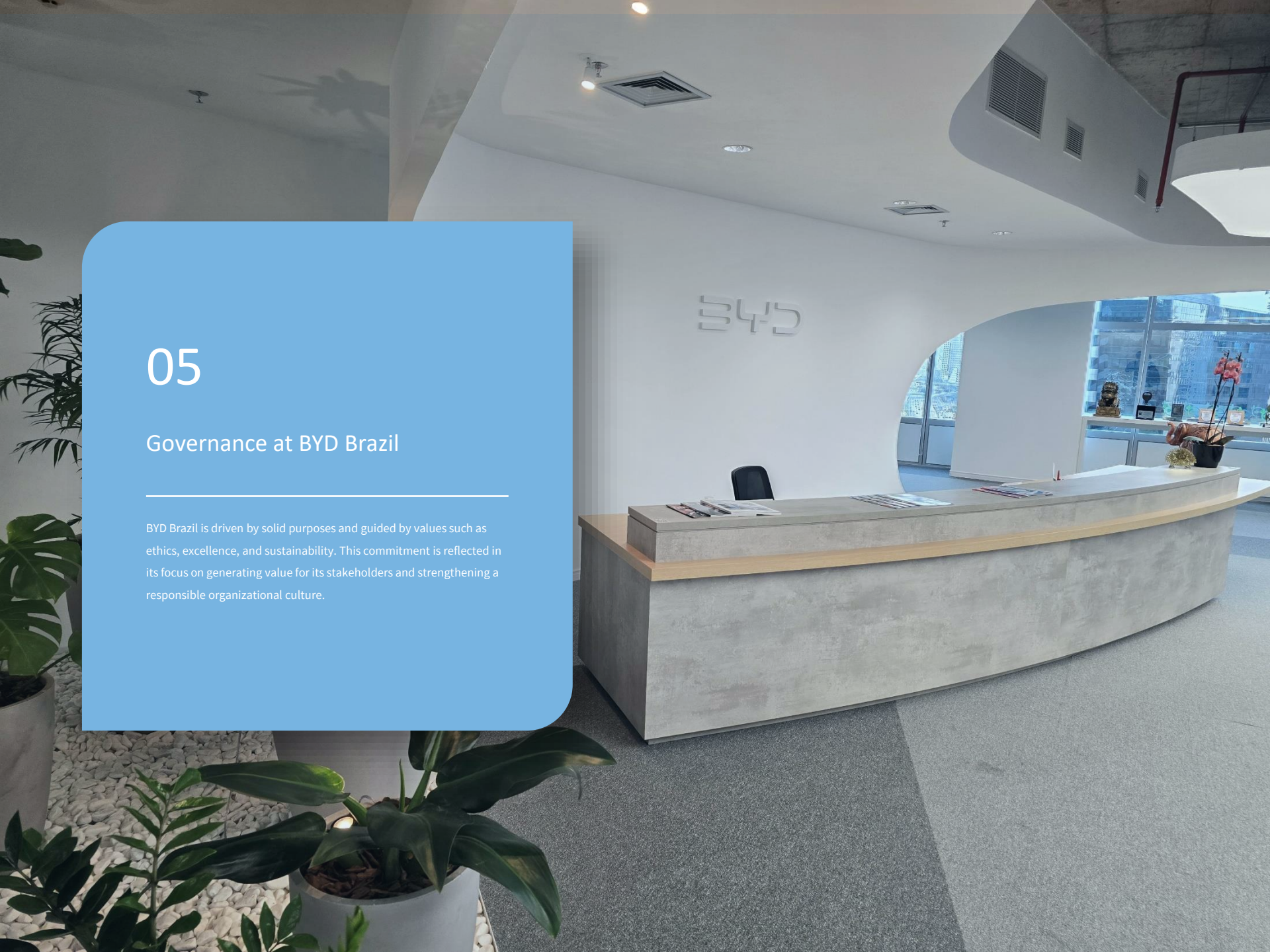
BYD Brazil continues to conduct its institutional activities based on ethics, transparency, and a commitment to national development. The company will maintain a proactive relationship with public entities, always seeking to contribute solutions to the country's energy and environmental challenges, reinforcing its position as a global reference in innovation, sustainability, and clean mobility.

4.7 PARTICIPATION IN TRADE ASSOCIATIONS

GRI 2-28

Trade associations play a strategic role in promoting public dialogue, institutional representation, and advocating for the collective interests of their respective industries. BYD Brazil recognizes the importance of these forums and actively participates in organizations that contribute to strengthening the industry, sustainable mobility, and the energy transition in Brazil.

The company is a member of the Brazilian Electric Vehicle Association (ABVE) and the Brazilian Association of Distributed Generation (ABGD), reinforcing its commitment to electromobility and the expansion of renewable energy sources. It is also a member of the Brazilian Association of Wholesalers and Distributors of Industrialized Products (ABAD), the Brazilian Electrical and Electronics Industry Association (ABINEE), and the Brazilian Association of Importers and Manufacturers of Motor Vehicles (ABEIFA). Through these associations, BYD Brazil expands its presence in strategic sectors and actively contributes to the development of public policies and regulatory frameworks aligned with a low-carbon economy.



05

Governance at BYD Brazil

BYD Brazil is driven by solid purposes and guided by values such as ethics, excellence, and sustainability. This commitment is reflected in its focus on generating value for its stakeholders and strengthening a responsible organizational culture.

5.1 GOVERNANCE STRUCTURE

(GRI 2-9; 2-11; 2-12; 2-16) (SDGs 12 and 16)

The governance structure of BYD Brazil is led by the Executive Board, which acts as the company's highest governance body. This body is composed of two members with executive functions.

Both members of the Executive Board perform executive functions and are therefore not considered independent. The directors do not have a fixed term. The Executive Board also does not include formal stakeholder representation in its composition.

The Chief Executive Officer (CEO) is the company's top executive, playing a central role in business leadership and direction. This accumulation of functions results from the company's lean structure, which enables agile and integrated decision-making, consistent with the company's size and current needs. To prevent and mitigate potential conflicts of interest, governance is carried out jointly by the two directors — the CEO and the CFO — who deliberate together on strategic, operational, risk, and compliance matters, ensuring balanced decision-making and transparency in business management.

The Executive Board meets periodically to discuss and deliberate on relevant topics such as strategy, operational performance, risk management, compliance, and sustainability. All governance duties are performed directly by the two executives, without formal committees, ensuring integrated and efficient management.

BYD Brazil does not have committees linked to its highest governance body. Decisions and oversight related to the management of the company's economic, environmental, and social impacts are handled exclusively by the Executive Board. This body is also responsible for the development, approval, and updating of the company's mission statement, strategies, policies, and sustainability goals. Crucial information for the company is communicated to senior management through periodic meetings between management, directors, vice-presidency, and presidency.

The definition of sustainability guidelines and targets is directly incorporated into the company's strategic planning, ensuring the integration of economic, environmental, and social aspects into business management. Oversight of due diligence processes and management of organizational impacts is carried out by the Executive Board itself, based on regular meetings in which social and environmental risks, opportunities, and corrective or preventive actions are discussed.

Stakeholder engagement occurs directly and continuously, primarily with customers, suppliers, employees, and regulatory authorities. Even with a lean organizational structure, the directors maintain close relationships with stakeholders, fostering active listening and incorporating stakeholder input into internal decision-making processes.

The results of impact assessments and stakeholder feedback are considered in the decision-making process, contributing to the strengthening of sustainable practices, risk mitigation, and the alignment of the company's actions with the principles of corporate responsibility and the social and environmental commitments assumed.

◆ **Profile of executive board members**

CHIEF EXECUTIVE OFFICER (CEO):

Brings extensive experience in strategic management and executive leadership. His educational background in business and professional track record provide essential skills to lead the organization, identify market opportunities, and manage the economic impacts of the company's operations. His business vision contributes significantly to the company's strategic direction and to decision-making affecting overall performance.

CHIEF FINANCIAL OFFICER (CFO):

Has experience in financial management, budget planning, and investment analysis. Her practical expertise provides the organization with fundamental skills for evaluating financial risks and opportunities, as well as ensuring efficient resource management. Her analytical skills are essential for understanding the economic impacts of corporate decisions and for guaranteeing the organization's long-term financial sustainability.

Selection of executive board members

GRI 2-10

The appointment and selection of the Executive Board members, which is the highest governance body at BYD Brazil, are determined by the company's shareholders, as stipulated in the company's articles of incorporation. The process considers the candidates' technical qualifications, professional experience, and specific competencies, focusing on alignment between the executives' profiles and the company's strategic guidelines.

Decisions regarding the composition of the Executive Board follow established criteria, including:

Shareholder deliberation:
Final approval of the members is the responsibility of the shareholders, whose decisions guide the appointment process.

Organizational structure:
The board members hold executive positions, and under the current model, formal independence is not required.

Diversity:
The company values diversity in leadership, considering attributes such as gender and technical competence as relevant factors for representative management.

Technical and strategic competencies:
Priority is given to experience in management, technical expertise, and knowledge of the economic, operational, and strategic impacts related to the company's activities.

Management of Impacts

GRI 2-13

The management of BYD Brazil's economic, environmental, and social impacts is carried out directly by the Executive Board, in line with the company's governance model.

Responsibility structure:
The company does not formally designate a specific executive exclusively for managing these topics. Given the lean structure, this responsibility is shared by the two directors, who jointly assess and deliberate on strategies and actions with potential social and environmental impacts.

Support from operational and administrative areas: Professionals from technical and administrative departments take on specific responsibilities according to the nature of projects and processes. These activities are carried out under the direct guidance of the Executive Board, focusing on the implementation of sustainability and compliance initiatives.

Decision-making and information flow:
The Executive Board members meet regularly to analyze and deliberate on organizational impacts, following a model that facilitates the continuous flow of information between departments and leadership. The absence of intermediate reporting levels ensures agility and precision in decision-making.

Direct monitoring of risks and opportunities: Employees responsible for critical processes report directly to the Executive Board, either informally and continuously or as needed, ensuring effective and timely action in monitoring the company's impacts.

5.2 COMPLIANCE

GRI 3-3: Corporate Governance and Sustainability

BYD Brazil reinforces its commitment to ethics, integrity, and compliance through the guidelines established in the BYD Brazil Compliance Manual, a document that guides employees, partners, and third parties regarding the expected conduct in their relationships with the company. The manual consolidates the principles that govern the company's operations, ensuring alignment with legal, regulatory, and internal policy requirements.

The content of the manual is disseminated and monitored by the Compliance Department, which supports various departments in the practical application of these guidelines. The team's work is guided by discipline, vigilance, and fairness, contributing to an ethical and transparent corporate environment. Ethical conduct is seen as a core value at all levels of the organization.

Among the mechanisms provided for in the manual is the existence of safe and accessible reporting channels. Reports can be submitted via email, electronic forms, physical mailboxes, or directly to the responsible team. All reports are handled with confidentiality, and when requested, anonymity is guaranteed, protecting the whistleblower and ensuring the effectiveness of investigations.

The manual also establishes clear rules regarding the appropriate use of company resources, including equipment, internet, and corporate communication tools. Practices such as the misuse of the brand, the receipt of gifts not in compliance with policies, or sending offensive messages are strictly prohibited, reinforcing BYD Brazil's commitment to responsibility and respect in workplace relations. Anti-corruption and bribery prevention are central topics addressed in the manual. Acts such as the offering or receiving of undue advantages, bribery, influence peddling, and other forms of illicit favoritism are expressly prohibited. The document also provides guidance on how to proceed in conflict-of-interest situations and in interactions with public officials.

By aligning its conduct with the best integrity practices and the principles of the UN Global Compact, of which it is a signatory, BYD Brazil reaffirms its role as a responsible agent of transformation. The Compliance Manual is an essential tool to ensure that ethics is present in all spheres of the company's operations, contributing to the construction of a fairer and more sustainable future.

Conflict of interest

GRI 2-15

The prevention and mitigation of conflicts of interest are managed directly by the Executive Board, the highest governance body at BYD Brazil. Due to the company's lean management model and the joint operation of the two directors, strategic decisions are made based on mutual oversight, ensuring greater transparency and balance in internal processes.

As a support body, the company has a Compliance Department, responsible for monitoring compliance with internal regulations and external legislation, as well as providing guidance and support in situations involving potential conflicts of interest.

BYD Brazil also has a Code of Conduct, which establishes clear guidelines for expected behavior for all employees, including senior leadership. The document reinforces the principles of integrity, impartiality, and ethics in both internal and external relationships and includes specific guidance on identifying, communicating, and addressing potential conflicts of interest.

Additional points include:
i. There is no cross-participation of directors in other administrative bodies that could constitute a conflict of interest related to the company's activities.

ii. There are no shareholders with cross-participation with suppliers or other stakeholders that would compromise the independence of corporate decisions.

iii. The company's corporate structure is lean, with management exercised exclusively based on the executive and administrative duties of shareholders and directors, with reporting to the BYD Americas Vice Presidency and foreign shareholders.

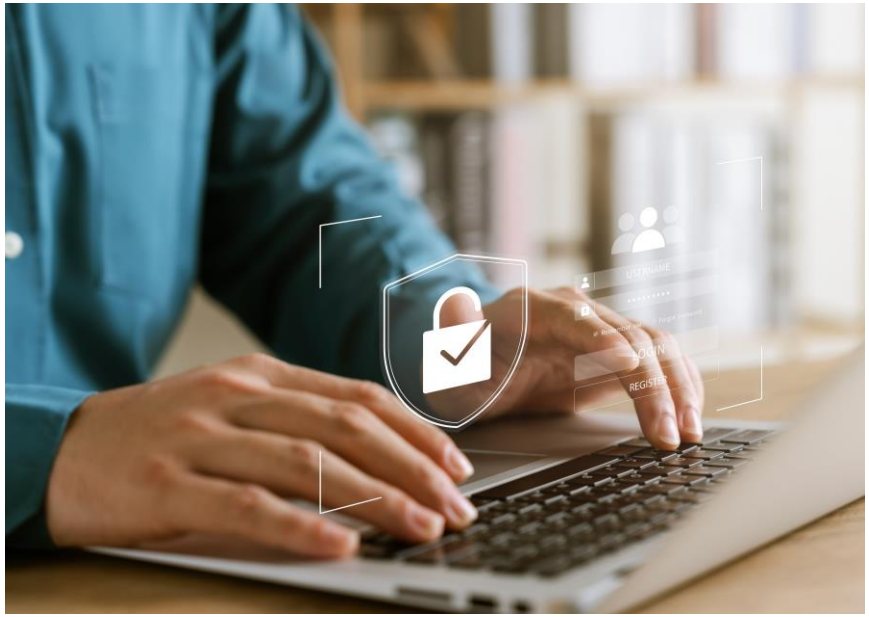
iv. Transactions with related parties, when they occur, are transparently recorded, in compliance with current accounting standards and governance principles. Relevant information, including balances, is disclosed in the company's financial statements.

Responsible business conduct

GRI 2-17; 2-23; 2-24; 3-3: Integrity and Business Ethics

BYD Brazil maintains strong institutional commitments to responsible business conduct, formalized primarily through its Code of Conduct and Compliance Manual. These documents guide ethical behavior in all business, operational, and institutional relationships, promoting integrity as a fundamental value.

This commitment is reflected in a structured set of internal policies that are part of the company's corporate governance system, including the Privacy Policy (https://www.byd.com/br/privacy) and the Compliance Manual (https://bydbrasil.com.br/wp-content/uploads/2022/08/Manual-compliance-BYD-imagens-resolucao.pdf). These policies aim to ensure compliance with applicable legislation, promote integrity in processes, and mitigate legal and reputational risks.



The company's actions align with internationally recognized intergovernmental instruments, such as the UN Global Compact Principles and the UN Guiding Principles on Business and Human Rights. The company also adopts the Precautionary Principle in its strategic decisions, avoiding actions that could cause significant impacts on the environment, society, or operations, even in the face of scientific uncertainty.

These commitments involve the implementation of due diligence processes, focusing on the identification, prevention, mitigation, and remediation of ethical, social, and environmental risks. Additionally, BYD Brazil fully incorporates respect for human rights into its corporate practices, as stipulated in international treaties and conventions, particularly the Universal Declaration of Human Rights and the fundamental conventions of the International Labour Organization (ILO).

Although not all commitments are yet fully formalized in procedural documents, ethics, responsibility, and compliance guide the decisions of senior leadership. The Code of Conduct remains the primary normative tool, compiling the expected behavioral guidelines for internal environments and external interactions.

These commitments also apply to BYD Brazil's business relationships. The company requires its partners, suppliers, and service providers to align with its values and guidelines, including respect for human rights, labor laws, and environmental standards. This requirement is formalized through contractual clauses and institutional communications.

Currently, BYD Brazil does not have structured training programs specifically focused on policy commitments, but the company recognizes the importance of the topic and is evaluating the gradual implementation of mechanisms to strengthen the organizational culture around ethical conduct, integrity, and corporate responsibility.

Management of negative impacts

GRI 2-25; 2-26; 3-3: Integrity and Business Ethics

BYD Brazil recognizes the importance of identifying, preventing, and mitigating potential negative impacts that it may cause or contribute to through its activities. Although the company does not yet have a formal damage remediation policy, it adopts a proactive and responsible approach when facing critical situations. Members of the Executive Board are directly responsible for conducting corrective measures, fostering dialogue and resolution with the involved parties.

The company has structured processes to identify and assess impacts related to business ethics. This work is conducted by the Compliance and Legal Departments and external auditors, with direct support from senior management, through internal audits, periodic risk assessments, contract reviews, and the use of the whistleblowing channel.

Among the identified negative impacts are risks of fraud, corruption, misconduct, and data protection vulnerabilities. On the positive side, the company observes benefits such as strengthened stakeholder trust, improved institutional reputation, greater social engagement, and the development of a more ethical, transparent work environment.

Most negative impacts are associated with internal operations, including occasional failures or inappropriate conduct. However, the company also identifies risks in its value chain, particularly involving suppliers and business partners.

Therefore, BYD Brazil has reinforced integrity clauses in contracts, expanded due diligence processes, and invested in the ethical qualification of strategic partners.

To prevent or mitigate negative impacts, BYD Brazil conducts mandatory training on ethics and compliance, internal communication campaigns, the signing of acknowledgment and responsibility terms, and values ethical behavior as a criterion for performance evaluation and career progression. In cases of violations, it carries out rigorous internal investigations, applies disciplinary measures, and, when necessary, implements corrective actions.

In 2024, BYD Brazil intensified its initiatives focused on integrity and data protection, notably expanding employee training, redesigning its incident response flow for security and privacy, and strengthening controls over personal data in customer service channels and digital platforms. These advancements are supported by the Integrated Management Policy (SGI) and corporate training programs. Such initiatives have reinforced the ethical culture, reduced legal and reputational risks, and increased stakeholder trust.

The topic is continuously monitored by the Compliance departments, with support from senior leadership. The company also conducts external audits, maintains permanent resources for managing the issue, and includes ethics-related performance in the bonus criteria for certain leadership levels.

Whistleblowing channel

GRI 2-26

BYD Brazil provides an internal whistleblowing channel, accessible via email at compliance@byd.com, intended for employees, business partners, and other stakeholders. The channel allows reports to be made anonymously and securely, ensuring the confidentiality of information at all stages of the process.

The Compliance Department is responsible for the receipt, screening, analysis, and handling of reports, ensuring traceability of actions taken and continuous monitoring of the channel's effectiveness. All reports are handled with seriousness, impartiality, and confidentiality, and the company maintains a strict non-retaliation policy against whistleblowers or anyone who acts in good faith in providing information.

In addition to the formal channel, the directors maintain an active listening approach and handle critical situations directly. The company is also open to cooperating with external authorities to adopt corrective and remedial measures whenever necessary.

The Compliance Department also acts as a reference point for clarifying questions related to the Code of Conduct and other internal guidelines. Support can be requested via email or in-person interactions, always ensuring confidentiality.

The company recognizes that there are opportunities for continuous improvement in the active listening process with stakeholders and in strengthening the whistleblowing channel. This is among the institutional commitments for the next management cycles.

Management of labour rights

GRI 3-3: Labour rights

BYD Brazil bases its organizational conduct on the company's Code of Conduct, a document aligned with Brazilian labor laws and international principles of human and labor rights. Among its key commitments are the promotion of an inclusive and safe work environment, the reduction of absenteeism related to occupational health issues, and the strengthening of talent development and recognition programs. Performance against these goals has been positive, with concrete progress in several areas, such as the expansion of mandatory training, improvements in ergonomics and workplace safety, and increased employee participation in physical and mental health initiatives.

The company maintains structured processes to identify and assess actual and potential impacts related to labor rights management, with a special focus on employee well-being. Mechanisms include the mapping of occupational risks through the Risk Management Program (PGR), health and safety audits, and systematic monitoring of indicators such as turnover, absenteeism, medical leave, and complaints recorded through internal channels. The main risks identified relate to occupational health concerns and prolonged exposure to ergonomic factors. On the other hand, positive impacts observed include increased employee engagement, higher productivity, and the consolidation of an organizational culture guided by health, safety, and respect for people.

Training for Young Apprentices

Most of the negative impacts identified occur within BYD Brazil's own operations, such as situations involving work overload or occasional shortcomings in the physical work environment. However, the company also monitors risks related to its supply chain, requiring suppliers to fully comply with labor legislation through specific contractual clauses. Additionally, the service provider approval process includes evaluations of social aspects related to outsourced labor.

To prevent negative impacts, BYD Brazil carries out systematic actions aimed at promoting occupational health and safety. These include workplace exercise programs, awareness campaigns on physical and mental health, mandatory training on the prevention and handling of moral and sexual harassment, and regular monitoring of ergonomic conditions at workstations. In cases of actual negative impacts, such as accidents or harassment complaints, internal investigations are conducted with the involvement of the Human Resources, Legal, and Occupational Safety departments. These processes ensure accountability and, when applicable, reparative measures for those involved.

Positive impacts are enhanced through employee appreciation policies, which include structured career development programs, talent recognition, incentives for continued education, promotion of diversity and inclusion, and well-being benefits such as psychological support and initiatives to promote work-life balance.

Labor rights management at BYD Brazil is coordinated by the Human Resources, Legal, and Compliance departments, with direct involvement from senior leadership. The company conducts ongoing analyses of data related to occupational health and organizational climate, such as average return-to-work times and employee satisfaction levels. Internal audits are conducted regularly, and in some units, external audits focused on occupational health and safety are also carried out. The company also provides a confidential whistleblower channel for reporting inappropriate working conditions, discrimination, or harassment, ensuring confidential handling and properly documented responses.

Two initiatives stood out in 2024: the delivery of mandatory training on moral and sexual harassment for all employees, aimed at building a culture based on mutual respect and the prevention of abusive behavior; and the implementation of practical measures to mitigate ergonomic risks, which improved working conditions and helped prevent physical discomfort. Both initiatives delivered positive results and reinforce BYD Brazil's commitment to valuing its people and promoting a healthy, safe, and ethical work environment.

Response to labour irregularities in contract with a third party

In 2024, after BYD Auto received a notification from the Ministry of Labour and Employment indicating that the contracted construction company Jinjiang Construction Brazil LTDA had committed serious labour irregularities, the company decided to immediately terminate the contract with the contractor responsible for part of the construction work at the Camaçari (BA) plant, while also assessing other appropriate measures. All workers mentioned in the notification returned to China and received full payment of their severance entitlements, in accordance with the determinations of the Brazilian authorities. The company took rigorous measures to ensure the protection and well-being of these workers from Jinjiang, reaffirming its commitment to human dignity.

BYD Auto also established a compliance committee, composed of company representatives, external law firms, experts in labour law and occupational safety, and an independent supervisor to oversee compliance with Brazilian legislation. This committee is responsible for monitoring working conditions, food, safety, and housing provided by the companies hired for the construction project, with full autonomy to correct any issues that may arise.

BYD reaffirms its commitment to full compliance with Brazilian law, particularly regarding the protection of workers' rights. The company also emphasizes its total willingness to cooperate with all competent authorities and reinforces that any conduct deviating from full compliance with safety standards and decent working conditions in its operations is unacceptable and incompatible with the values of BYD Auto and the other companies in the group.

The company has been operating in Brazil for 10 years, always in strict compliance with local legislation and maintaining its commitment to ethics and respect for workers.

Corruption risk assessment

GRI 205-1; 205-2; 205-3

BYD Brazil recognizes that combating corruption is an essential pillar for promoting an ethical, honest, and transparent environment, and maintains a permanent commitment to preventing and addressing practices such as bribery, kickbacks, fraud, extortion, collusion, money laundering, influence peddling, abuse of function, and other conduct that violates trust or breaches legal and ethical standards.

The company adopts a structured approach to managing corruption risk, aligned with integrity and corporate governance principles. This commitment is formalized in documents such as the Compliance Manual — which establishes guidelines for preventing and combating corruption and conflicts of interest — and in the Privacy Policy. In addition to specific measures, the organization maintains a continuous flow of process control and auditing and reinforces its commitment through internal training programs. This systematic practice strengthens the compliance culture and the ongoing pursuit of ethical business practices.

The management of this matter is conducted based on internal policies and the company's Code of Ethical Conduct, with direct involvement from senior leadership in consolidating a culture of responsibility, compliance and integrity.

In 2024, no corruption cases were reported via the whistleblowing channel, demonstrating the effectiveness of internal controls and the rigorous compliance policies adopted by the company.

Currently, the company does not yet have structured mechanisms for directly measuring quantitative indicators related to corruption, such as the number of identified cases or estimates of financial losses avoided. The absence of this data is directly related to the lack of formal records during the reporting period. However, the company recognizes the importance of evolving in this area and is evaluating ways to enhance its monitoring and control systems, aiming to formalize targets, indicators, and structured processes in future management cycles.

During the period, no confirmed cases of corruption were recorded involving employees, suppliers, or any of the company's business partners. As there were no formal incidents, no corrective or disciplinary measures were necessary. Nevertheless, BYD Brazil maintains its ongoing efforts to disseminate ethical practices through periodic training and clear communication with its internal audiences, strengthening the culture of integrity and alignment with best corporate governance practices.

Personal data protection and privacy

GRI 3-3: Customer Privacy and Data Protection; 418-1

BYD Brazil maintains a strong commitment to protecting the personal data of its customers, employees, and other stakeholders, in full compliance with the Brazilian General Data Protection Law (LGPD – Law No. 13.709/2018), the Marco Civil da Internet (Law No. 12.965/2014), and other applicable regulations. The guidelines of BYD Brazil's Privacy Policy govern the collection, processing, storage, and transmission of personal data, ensuring the integrity and confidentiality of the information.

Among the instruments and regulations that support this commitment are:

- BYD Brazil's Privacy Policy (https://www.byd.com/br/privacy);
- General Data Protection Law (LGPD);
- Brazilian Civil Rights Framework for the Internet.

Privacy protection at BYD Brazil is accompanied by continuous processes of risk and impact assessments, which cover all stages of data collection, storage, and processing, as well as the use of specific technologies such as cookies, tracking tools, and the ConsentManager platform. These processes also consider the direct effects on data subjects, with the aim of mitigating risks related to leaks, unauthorized access, or misuse of personal information.

The negative risks identified arise essentially from the company's internal operations, particularly in technical and operational data processing activities, and not from relationships with third parties. These risks are related to how data is collected, processed, and stored in the services offered directly to customers.

To mitigate these risks, BYD Brazil implements strict access controls, allowing access to personal data only to authorized professionals, who are bound by confidentiality agreements. Data is stored in secure environments, supported by updated technologies and advanced security protocols. Additionally, the company uses ConsentManager, a tool that ensures data subjects' consent and respects their preferences, with the option to revise them at any time.

In the event of actual negative impacts, the company has a Security Incident Management Plan, which outlines the procedures to identify, isolate, and resolve occurrences, including, when necessary, notifying affected data subjects and the National Data Protection Authority (ANPD). The Privacy Policy also provides for damage remediation in cases where the integrity of personal data is compromised.

Regarding positive impacts, BYD Brazil promotes an organizational culture based on transparency and trust, through clear communication of its data processing practices. The company also continuously invests in improving security systems and technical team training, creating a safer and more reliable digital environment.

Privacy management is carried out in an integrated manner by senior management and the Compliance Department, supported by performance indicators that monitor attempted unauthorized access, security incidents, and compliance with internal processes. Periodic audits are conducted to assess the effectiveness of the measures adopted and to ensure compliance with applicable legislation.

BYD Brazil provides a communication channel – lgpdbr@byd.com – where data subjects can exercise their rights and submit questions or complaints related to privacy. The Privacy Policy is reviewed regularly, incorporating feedback received and keeping up with changes in the technological and regulatory environments.

In 2024, the company achieved significant progress in data protection. Key initiatives included strengthening the Privacy Policy, enhancing consent management mechanisms, implementing more robust security incident response processes, and integrating data protection controls into customer service channels, registration, and purchasing flows. These actions helped reduce risks, strengthen customer and partner trust, and solidify a culture of data protection at BYD Brazil.

During the reporting period, the organization did not identify any confirmed complaints related to customer privacy breaches, nor did it record any incidents of data leakage, theft, or loss.

5.3 SUPPLIER RELATIONS

GRI 2-6; 3-3: Sustainable Supply Chain; 407-1; 408-1; 409-1

BYD adopts responsible procurement practices and is continuously working to improve ESG aspects across its supply chain. The company actively promotes the sustainable sourcing of materials, encourages the progressive increase in local content, and fosters business relationships based on responsibility and sustainability.

It's important to note that the vehicles, forklifts, and trucks sold by BYD Brazil are imported from the company's headquarters in China. As such, the guidelines and practices adopted by the company regarding its relationships with international suppliers have a direct impact on its operations in the Brazilian market. The company follows directives from institutions such as the United Nations Global Compact, the International Labour Organization (ILO), the Organisation for Economic Co-operation and Development (OECD), and the Responsible Business Alliance (RBA), among other international regulations. In alignment with these principles, BYD has developed internal policies such as the ESG Supply Chain Management Regulation, which sets requirements for suppliers on topics such as labor standards, occupational health and safety, environmental management, and other relevant areas. The continuous assessment of suppliers' ESG performance is part of the company's monitoring process.

BYD Brazil's supply chain

BYD Brazil maintains a diversified and integrated supply chain, structured to meet the demands of the various segments in which it operates. Passenger vehicles, trucks, forklifts, tow tractors, vehicle chargers, and the Skyrail system are imported from China, aligned with the most advanced technological standards of the BYD Group worldwide. In the energy segment, the company sells photovoltaic modules that are both imported and produced locally, depending on the adopted supply model.

BYD Brazil's domestic production includes the manufacturing of 100% electric bus chassis, photovoltaic modules, and batteries for electric buses. Solar kits are also assembled locally. For these activities, the company relies on a combination of Brazilian suppliers and imported components, forming a hybrid supply structure. In the case of bus chassis, 31% of the components come from local suppliers, while photovoltaic module production still depends entirely on imported components. However, the company has already adopted measures and strategies to progressively increase the national content rate, promoting the strengthening of local industry and generating value within the country.

In addition to relationships with suppliers and end customers, BYD Brazil establishes commercial connections with a wide range of partners. This includes service providers, input suppliers, government agencies, logistics operators, dealerships, customers, trade associations, employees, unions, and other strategic stakeholders. This network of relationships reinforces the company's position as a relevant player in the industrial, energy, and sustainable mobility ecosystems in Brazil.

The company does not yet have a formal supplier assessment policy or procedure in Brazil focused specifically on ESG criteria. However, the implementation of a tool is underway, which will enable the collection of information about the legal constitution of partners (CNPJ), their shareholders, financial situation, and any legal proceedings, including those related to ESG matters and negative media exposure. The tool will also allow the development of specific questionnaires for ESG assessment of suppliers, forming the basis for a future structured validation and qualification process. Currently, BYD's contracts already include Compliance clauses, covering responsibilities related to the Anti-Corruption Law, acknowledgment of the Code of Ethics and Conduct, and compliance with the LGPD (General Data Protection Law). Nevertheless, the company does not yet have controls or databases that allow these pieces of information to be consolidated in a standardized manner.

BYD electric bus chassis factory in Campinas (SP)

06

Sustainable solutions

SDG 7; 11 and 13

One of BYD's core objectives is to offer complete solutions in clean energy and electric mobility, driving the transition to a low-carbon economy through technological innovation. With an industrial and technological presence in Brazil, the company operates in an integrated manner across various strategic fronts, connecting smart mobility, renewable generation, and green logistics to tackle the challenges of the climate crisis and promote a more sustainable future.

The complete clean energy solution

In the passenger car sector, BYD leads electrification with a line of vehicles that combines high performance, sophistication, and zero emissions. In urban mobility, the company advances with electrified buses and the innovative SkyRail rail transport system, expanding access to clean, quiet, and efficient public transport options.

In the energy sector, BYD offers robust solutions in photovoltaic modules and storage systems with lithium batteries, enabling the generation and intelligent use of solar energy on a large scale. In logistics and industrial operations, the brand's electric trucks and forklifts provide efficiency and significant emissions reduction, meeting the demand for more sustainable operations.

Throughout 2024, BYD Brazil has reaffirmed its leadership in the development of clean technologies through strategic partnerships, investments in applied research, and initiatives to recognize good practices. The company consolidates itself as a benchmark in industrial sustainability in Latin America, offering a complete platform of solutions for a greener, more connected, and smarter future.

Sustainable solutions

Environmental leadership and commitment to the energy transition

GRI 3-3: Product Responsibility

BYD's strategic vision is based on the replacement of fossil fuels with clean and sustainable solutions. With technologies developed locally and applicable to different segments, the company works to make the energy transition accessible and effective.

With integrated actions in innovation, infrastructure, and environmental responsibility, BYD Brazil reaffirms its leading role in building a cleaner, decentralized, and resilient energy model. In 2024, the progress made demonstrates that the transformation is already underway—and that the company will continue to be one of the leaders in this journey.

6.1 CLEAN ENERGY

"BYD Energy do Brazil" reaffirms its leadership in the solar energy sector by consolidating itself as the largest national manufacturer of photovoltaic modules. With a production unit installed in Campinas (SP), the company has already surpassed the mark of 2.5 million modules produced in the country. This volume contributes significantly to mitigating environmental impacts, representing a reduction of approximately 6.5 million tons of CO_2 per year—the equivalent of planting 300 million trees.

In August 2024, during Intersolar South America, BYD Brazil presented to the Brazilian market its new 610W photovoltaic module, developed with a focus on high efficiency, durability, and versatility, as well as a highly technological battery, the MC CUBE-T. These pieces of equipment are part of a robust portfolio of solutions that serve everything from residences to commercial, industrial, rural enterprises, and energy distributors.

These innovations reinforce BYD Brazil's commitment to expanding clean and accessible energy in the country, driving the energy transition through cutting-edge technologies focused on decarbonization and sustainability.

BYD Brazil photovoltaic module factory, in Campinas (SP)

BYD Brazil booth at Intersolar South America 2024

BYD Brazil PV module packaging

BYD Energy Brazil packaging

BYD Brazil once again stands out for innovation and the constant pursuit of excellence in quality. The company was a pioneer in the sector by carrying out an unprecedented integrity test of photovoltaic modules during transportation. The experiment consisted of a road test of more than 2,300 kilometers, traveling on poorly maintained highways to simulate real scenarios faced when transporting to plants located in remote regions.

The route was carefully planned to include the most severe road conditions, such as unpaved or difficult-to-access roads. The test started in Campinas (SP), BYD Energy's headquarters, to Buritizeiro (MG), simulating the worst possible scenario for transportation. At the end of the route, it was observed that 6% of the modules transported in inadequate packaging showed microcracks—damage that is imperceptible to the naked eye but compromises the efficiency and durability of the module.

BYD Brazil's packaging was developed to meet the highest protection standards. With a reinforced structure, it allows stacking without applying excessive pressure on the modules, drastically reducing the risk of microcracks. If not prevented, this type of damage can develop into hotspots, causing performance loss, melting of junction boxes, delamination, and even fire risk.

To ensure this safety, BYD Brazil uses the only laboratory in Latin America with electroluminescence technology capable of detecting microcracks with precision. In addition, its packaging has double the thickness commonly used in the market, offering resistance of 34 kgf.cm, compared to 15 kgf.cm used by other brands. This robustness ensures the delivery of products in perfect condition, even after long journeys, reinforcing BYD Brazil's commitment to the quality and reliability of its solar energy solutions.

Chargers

In 2024, BYD Brazil took a strategic step in consolidating electromobility by launching a complete solution of chargers for electrified vehicles, with equipment adapted to different usage profiles—residential, commercial, and public. This initiative significantly expands the charging infrastructure in the country, an essential element for user convenience and large-scale adoption of low-carbon technologies.

As part of this expansion, by the end of 2024, the company had installed over 50 public fast-charging stations at its own dealerships, in cities such as São Paulo, Salvador, Brasília, and Florianópolis. Additionally, all BYD Brazil dealerships are equipped with vehicle chargers. These chargers are compatible with any electric vehicle (BEV) and have already provided over 1.4 million kWh, avoiding the emission of 215 tons of CO_2. By the end of 2025, the expectation is to surpass 150 fast chargers in operation, consolidating one of the largest private public charging networks in Brazil. All this infrastructure is integrated with the BYD Recharge app, which allows users to locate stations, reserve spaces, monitor charging in real-time, and access consumption history and CO_2 avoidance reports.

BYD's charger portfolio includes AC models of 7 kW and 22 kW, ideal for residential use, and DC chargers of 60 kW, 120 kW, and 180 kW, aimed at commercial and public use. A special highlight is the Grid Zero, an ultrafast charger of up to 210 kW, which uses BYD battery technology to balance the power grid consumption. With a hybrid operation, Grid Zero stores energy when idle and, during charging, uses part of the grid energy and part of the battery, offering efficiency, reliability, and energy security.

The chargers' efficiency can be measured in performance. For example, a 60 kW charger recharges the BYD Dolphin from 30% to 80% in 30 minutes. With over 2,800 charging points available in the BYD Recharge app, the company is starting a robust ecosystem of clean, digital, and integrated energy, reaffirming its commitment to accelerate the energy transition and electric mobility across the country.

BYD-EVC-2SGZ GRID ZERO Charger

Energy storage

BYD consolidates its global leadership in the energy storage sector by combining cutting-edge technology with integrated and sustainable solutions. A pioneer in developing lithium iron phosphate ($LiFePO_4$) batteries, the company continuously invests in research and innovation to offer safe, efficient, and adaptable storage systems for different consumption profiles. Since 2008, when it started operating in this market, BYD has stood out among the world's leading players, promoting the energy transition through low-carbon solutions.

The company operates across the entire energy chain, with systems that serve everything from generation and the power grid to final consumption, enabling applications such as load shifting, frequency regulation, ancillary services, and backup. BYD's proposition is to strengthen grid stability and drive clean generation by promoting the integration of renewable sources with storage—a new business model that the company leads globally.

In the residential segment, BYD's B-Box system offers a high-performance solution with safety, flexibility, and energy autonomy. Internationally recognized, this technology meets the highest quality standards, such as VDE 2510-50, and has been ranked as the most efficient battery on the market in independent tests conducted by HTW Berlin University.

For commercial and industrial (C&I) customers, BYD provides integrated smart systems that optimize consumption, reduce electricity costs, ensure continuous supply in the event of failures, and enable participation in demand response programs. In large-scale applications, the company's systems combine high safety, long life, and low levelized cost of energy (LCOE), offering quick and effective responses for load control, congestion relief, and power grid stability.

BYD 20ft ESS Battery

Top Brand Storage Europe 2024

At The Smarter E Europe 2024, held from June 19 to 21 in Munich (Germany), BYD received the Top Brand PV Storage Europe 2024 award and Top Brand PV Storage 2024 in several European countries, including Belgium, Germany, Italy, Poland, Spain, Austria, and the United Kingdom.

This year's award once again ranked BYD as the leading brand in energy storage systems, based on evaluations from installers and distributors across Europe.

Engineering, procurement, and construction (EPC)

BYD Brazil has expanded its contribution to the energy market by offering a complete ecosystem of clean and sustainable solutions. Notably, it provides personalized distributed solar generation projects under the Full EPC model, covering Engineering, Procurement, and Construction of the entire project.

The company develops systems that integrate microgrids, energy storage, and charging infrastructure for electric vehicles, focusing on efficiency, reliability, and suitability to each client's specific needs. Through the energy as a service model, BYD Brazil supports the entire lifecycle of the solar project, ensuring continuous technical support and the use of cutting-edge technologies.

These solutions directly contribute to the democratization, decentralization, and decarbonization of the national energy matrix, promoting the expansion of low-carbon projects.

BYD Brazil also enables emissions offsetting through instruments such as I-RECs (International Renewable Energy Certificates), allowing companies and consumers to advance in achieving ESG goals and sustainability certifications. The company's commitment to innovation and technical excellence ensures the delivery of projects aligned with Brazilian regulatory standards and the highest international benchmarks.

With the full opening of the free energy market, the growth of electric mobility, and the increasing demand for energy security (which drives the demand for batteries), the expectation is that BYD Brazil's integrated solutions will play an even more relevant role. By integrating solar generation (remote or local), energy storage, and electrified transport into a robust, sustainable, scalable, and accessible model, the company reaffirms its leadership in building a cleaner, smarter, more democratic, and decentralized energy future—integrating the entire value chain.

Partnership between BYD Brazil and Raízen Gera Desenvolvedora

Solar plant in Campos dos Goytacazes (RJ)

BYD Brazil, a global leader in electrified mobility and clean energy solutions, has entered a strategic partnership with Raízen Gera Desenvolvedora (RGD)—a joint venture between Raízen and the Gera Group—with the goal of expanding distributed generation capacity in Brazil. This collaboration marks another step for BYD Brazil in expanding the clean energy matrix, combining its expertise in EPC projects with the development of nine photovoltaic solar plants in different regions of the country.

The plants were built in Betânia, Boa Viagem, and Amontada (CE); Fazenda São João and Goytacazes (RJ); Ceará Mirim (RN); and Santarém (PA). The project has a total installed capacity of 26.5 megawatts (MW), enough to supply approximately 5,500 homes per month—equivalent to more than 27,000 people, based on an average consumption of 600 kWh per unit.

The generated energy will be injected into the power grid and converted into credits by local distributors, allowing bill savings for RGD's own customers and partners. Throughout the process, BYD Brazil contributed its technical knowledge in all phases: feasibility studies, demand sizing, executive engineering, procurement planning, execution, and management of the plants.

Research and development

GRI 3-3: Innovation, Research, and Development

BYD Brazil has been consolidating its leadership position in innovation in the solar energy sector through continuous investments in Research and Development (R&D). Since 2017, when it inaugurated its factory in Campinas (SP), the company has maintained a consistent strategy focused on applying advanced technologies, modernizing processes, and qualifying teams in the areas of engineering, after-sales, and technical support.

With a total investment of R$ 65 million in R&D, the company inaugurated the first laboratory in Latin America dedicated to the complete study of the photovoltaic module production cycle. Among the most recent initiatives is the expansion of the Campinas laboratory with the acquisition of a pioneering piece of equipment imported from Switzerland, which allows for hotspot simulation (thermal overload points) in a controlled environment. This innovation positions BYD Brazil as a national benchmark in the validation of the quality and reliability of solar modules manufactured in the country.

Another significant milestone was the implementation of an experimental photovoltaic plant, also in Campinas, exclusively focused on R&D. Resulting from a partnership with Royal FIC Group and Instituto Eldorado, the plant received an investment of R$ 7 million and was built under the principles of Industry 4.0. Equipped with a complete weather station, the project allows the study of the performance of various types of solar modules in tropical climates, as well as testing the integration with energy storage systems and inverters.

BYD Brazil's experimental photovoltaic plant in Campinas (SP)

BYD Energy after-sales service

BYD Brazil has a data-driven structure to ensure excellence in BYD Energy's after-sales service. With a dedicated area, the company ensures agility, traceability, and quality in customer support, reinforcing its commitment to providing a complete experience throughout the entire journey with its products and sustainable solutions.

Service is provided through an integrated platform, which allows opening support tickets via WhatsApp, email, or direct access, ensuring practicality and full visibility for both the customer and the technical team. Once registered, each request is classified by subject and status, enabling precise management of demands with continuous monitoring until resolution.

BYD Energy adopted the Desk Manager platform, integrated with WhatsApp, which provides the management team with complete reports and dashboards to monitor performance and drive continuous improvement. The service process is structured into three stages: opening the ticket (completed within 2 hours), warranty solution (within 48 hours), and finalizing support and other issues (with a total time of up to 70 hours). Additionally, a suite of 12 integrated applications centralizes essential functionalities for ticket management and service monitoring, optimizing workflows and ensuring fast and effective responses.

TECHNICAL SUPPORT	Average first response time	Average second response time	Average ticket age	Total tickets
	0:26:18	12:42:29	24 days	266

SLA BY AREA

Categories	Average business time until first response	Average business time until second response (minus pause time)	Average ticket age (days)	Tickets count
After-Sales	0:07:16	18:20:01	53	4,00
Contacts	1:06:23	3:36:11	4	44,00
KIT delivery	0:11:35	25:09:51	25	9,00
Technical support	0:19:58	3:43:55	15	209,00

WARRANTY	Average first response time	Average solution time	Average ticket age	Total tickets
	1:49:59	16:14:54	77 days	42

Average backoffice time
8 days

WARRANTY SLA

Categories	Average business time until first response	Average business time until second response (minus pause time)	Average ticket age (days)	Ticket count
Structure	0:00:00	0:02:33	6	1,00
Photovoltaic Inverter	0:13:17	26:53:29	147	26
Photovoltaic Module	6:45:21	35:21:55	63	8
Monitoring	0:21:18	2:41:39	92	7

BACKOFFICE TIME

Categories	Average per Categpry (days)
Warranty	
Chargers	5
Photovoltaic Inverter	9
Photovoltaic Module	14
Monitoring	8
RFID Card Chargers	3

6.2 PASSENGER VEHICLES

BYD's trajectory in the passenger vehicle segment is marked by innovation, accelerated growth, and global leadership. In 2024, the company celebrated its 30th anniversary with a historic milestone: the production of its 10 millionth electrified vehicle, consolidating its position as the world's largest manufacturer of New Energy Vehicles (NEVs). This achievement reflects BYD's ongoing commitment to sustainable mobility and technological advancement.

With a strategy focused on developing intelligent and sustainable technologies, BYD reached its first 5 million electrified vehicles in 15 years — and the next 5 million in just 15 months. At the event marking BYD's 30th anniversary and the roll-off of its 10 millionth new energy vehicle, BYD officially announced that the company will invest 100 billion yuan specifically in the development of intelligent technologies integrating artificial intelligence with automotive systems.

This technological drive, combined with a sophisticated product portfolio, positioned BYD among the fastest-growing brands in global sales, with over 3.8 million units sold in 2024 and a 41.6% increase in global market share compared to the previous year.

BYD Brazil is also experiencing robust growth. In 2024, the brand registered over 76,000 vehicles, marking a 328% increase compared to 2023. BYD's models have stood out for offering high levels of comfort, advanced onboard technology, energy efficiency, and excellent cost-benefit, meeting the historic demand of Brazilian consumers. Already in January 2025, the company maintained its growth momentum, reaching the ninth position in the overall sales ranking and seventh in retail, with over 6,000 cars sold in just one month. These results reflect BYD's consolidation as one of the leading automotive brands in both Brazil and the world.

2024 Launches:

- **BYD Dolphin Mini:** 100% electric compact hatchback.
- **BYD Shark:** medium-sized plug-in hybrid pickup truck, debuting in this segment.
- **BYD King:** BYD's first plug-in hybrid sedan in Brazil, available in two versions, GL and GS.
- **BYD Song Pro:** compact plug-in hybrid SUV, part of BYD's Song lineup, available in GL and GS versions.
- **BYD Yuan Pro:** BYD's first 100% electric compact SUV in Brazil, part of the Yuan lineup.
- **BYD Song Plus Premium:** plug-in hybrid SUV, also joining the Song lineup.

BYD Shark

2024 Updates:

- **BYD Tan EV:** restyled for the 2024/2025 lineup, featuring a new design, a larger battery, and new technologies.
- **BYD Song Plus:** updated with a larger battery.

Recognition

BYD stood out nationally, being recognized as the most awarded electrified vehicle manufacturer in Brazil in 2024. This recognition reflects the market's trust, the quality of its products, and its commitment to sustainable innovation. Among the awards are:

- Manufacturer of the Year – *UOL Carros Award*;
- Advertising of the Year – *Car of the Year Award by Autoesporte*;
- Automotive Trend – *Trend Car Terra Guia do Carro Award*;
- Energy Leader – *Grupo Mídia, Mobility category*;
- Alexandre Baldy, Senior Vice President of BYD Brazil, was named Best Executive – *Abiauto Award (Brazilian Automotive Press Association)*.

Automotive Awards in 2024 – Brazil

BYD Dolphin:

In 2023, the model had already been named Car of the Year by *Autoesporte*, among nine other awards. In 2024, it maintained its prestige and earned new honors: it was named Electric Midsize Hatch at the *Prêmio Mobilidade* Limpa (AutoInforme); Best Electric Car up to R$ 200,000 in the Compra do Ano ranking (Motor Show); Best Electric Car up to R$ 200,000 at the *Prêmio Mobilidade Estadão*; Compact Hatch and Overall Champion in the *Os Eleitos* survey (Quatro Rodas), based on owners' opinions; Best Electric Car up to R$ 200,999 (Top Car TV); Compact Electric Hatch with the Best Resale Value (AutoInforme); and stood out in the 0 to 100 km/h acceleration and 80 to 120 km/h overtaking tests among Compact Electric Hatches in the *Folha Mauá Ranking*.

BYD Song Plus:

Main representative of the best-selling plug-in hybrid SUV lineup in the country, the Song Plus earned the titles of Best Midsize SUV in Compra do Ano (Motor Show), Carsughi L'Auto Preferita, and Prêmio Mobilidade Estadão. In the Folha Mauá Ranking, it led the Plug-in Hybrid SUV category in both urban and highway fuel consumption, for both gasoline and electricity. Additionally, the model entered the global top 10 best-selling vehicles, according to the consulting firm Focus2Move.

BYD Dolphin Mini:

Launched at the end of March, the model quickly became the best-selling battery electric vehicle in Brazil, with 20,101 units registered — even surpassing combustion engine models from traditional brands. The Dolphin Mini was named Overall Champion at the Prêmio Mobilidade Limpa (AutoInforme), voted Most Desired Car up to R$ 150,000 (Exame), and Best Rideshare Car at the Launch of the Year award (Automotive Business). It also led in Urban and Highway Consumption among Compact Electric Hatches in the Folha Mauá Ranking.

BYD King:

Since its launch in June, the King has become the best-selling plug-in hybrid sedan in Brazil. It was recognized as Best Hybrid Vehicle by the Prêmio Abiauto; Best Plug-in Hybrid Sedan by the Prêmio Trend Car Terra Guia do Carro; and Best Sedan by both UOL Carros and RodaRio / Rede Manaus awards.

BYD Seal:

Combining sophistication and performance, the Seal established itself as the best-selling electric sedan in Brazil. It won the Prêmio Mobilidade Limpa (AutoInforme) in the Electric Sports Car category and achieved the best results in 0 to 100 km/h acceleration, urban consumption, and highway consumption among electric sedans in the Folha Mauá Ranking.

BYD Song Pro:

The entry-level version of the Song lineup, launched in July, was awarded Best Hybrid up to R$ 200,000 at the Prêmio Mobilidade Estadão, further reinforcing the strength of the Song family in the Brazilian market.

BYD Dolphin Mini

Launched in February 2024, the BYD Dolphin Mini has become the first electric car for many Brazilians, offering cutting-edge technology, connectivity, design, great range, and competitive pricing.

The Dolphin Mini has become a symbol of electric mobility in Brazil, reflecting BYD's commitment to sustainability and accessible innovation. In 2024, it set a historic milestone by becoming the best-selling 100% electric vehicle in the country, with 21,945 units registered, accounting for more than one-third of all electric vehicles sold that year, setting a new annual sales record for an electric vehicle in Brazil.

Just one month after its debut, the Dolphin Mini became the best-selling electric vehicle in the country, ranking among the top 10 best-selling compact cars overall, across all brands.

BYD Dolphin Mini

National expansion and strengthening

BYD Brazil ended 2024 with 150 dealerships nationwide, ensuring widespread access to its electrified vehicle portfolio. This expansion was driven by the addition of new partner groups and reflects the market's confidence in the company's business model.

This achievement strengthens BYD's role as a key player in the energy transition, with a positive impact on social, environmental, and economic spheres. 2024 marked a period of consolidation, expansion, and strengthening of transformative partnerships.

BYD Dealership in Cáceres (MT)

Auto after-sales – excellence in service and customer value

BYD Brazil adopts a post-sales approach guided by transparency, clear communication, and a strong commitment to customer safety and satisfaction. Every stage of customer service is conducted with a focus on delivering accurate information, efficient support, and solutions that strengthen consumer trust in the brand, ensuring a positive experience throughout the entire journey with the company's products.

Reinforcing its commitment to providing customers with greater peace of mind and value, BYD has significantly expanded its warranty policy in Brazil. Now, all of the brand's electrified passenger vehicles come with a 6-year full warranty with no mileage limit — for both electric and plug-in hybrid models. This marks an upgrade from the previous coverage of 5 years with mileage limits of 200,000 km (hybrids) and 500,000 km (electrics).

Key components of electric mobility, such as the traction battery and electric motors, remain covered by an 8-year warranty, also with no mileage limit. Additionally, high- and low-voltage electrical systems — which previously had limited coverage — are now covered under the same full 6-year warranty, offering greater safety and reliability for consumers.

Items not included in the categories above and not part of the dashboard screens now come with a 3-year warranty, an improvement over the previous 1-year or 30,000 km coverage. This initiative reinforces BYD's commitment to durability and vehicle quality.

Another highlight is the expansion of the Customer Service Center, which enhances the brand's support with more proximity, efficiency, and a stronger focus on the Brazilian consumer experience.

BYD Brazil launched the Guaranteed Buyback Program, which ensures 80% of the FIPE table value when trading in a pre-owned BYD vehicle for a new model. The initiative applies to all passenger cars sold in the country and represents a key advantage for those looking to join the future of mobility with greater security and predictability.

BYD Collection

BYD Brazil combined technology, style, and sustainability in creating the BYD Collection. This clothing line reflects the values of electric mobility and respect for the environment, featuring pieces made from natural, recycled, and high-quality materials, all produced locally in Brazil. The collection is available at BYD dealerships nationwide.

Partnerships

PARTNERSHIP WITH AZUL LINHAS

In line with its commitment to the customer experience, BYD formed a partnership with Azul Linhas Aéreas to launch an exclusive concierge service at airports, using BYD electric vehicles to transport customers — offering comfort and sustainability in premium mobility experiences.

PARTNERSHIP WITH 99

In 2024, BYD partnered with 99 and Santander, providing special conditions for rideshare drivers to purchase BYD Dolphin models with exclusive discounts, contributing to fleet renewal and reduced emissions in major cities.

BYD D1

BYD Brazil factory in Camaçari (BA)

The BYD Brazil factory in Camaçari, Bahia, which began construction in 2024, marks a milestone for the national sustainable mobility industry and regional socioeconomic development. With a total investment of R$5.5 billion, this facility stands as one of the largest industrial projects in Brazil's automotive sector in recent years.

Initially projected to create 10,000 direct and indirect jobs, the target has now doubled to 20,000 jobs, with half of these expected by 2025. This expansion reflects the accelerated pace of the plant's implementation and BYD Brazil's confidence in the Brazilian market, particularly in the Northeast region.

With the Camaçari plant, BYD strengthens its presence in Brazil with a transformative project that goes far beyond industrial production. The facility symbolizes the integration of innovation, job creation, and regional development, positioning the country as a key player in the global electric mobility chain. By investing in people, knowledge, and infrastructure, BYD Brazil reaffirms its role as a driver of economic, technological, and social transformation.

Construction work on the BYD Brazil factory in Camaçari (BA)

6.3 URBAN MOBILITY

GRI 203-1

Faced with the growing challenge of traffic congestion in cities, BYD offers practical solutions for communities through scientific and technological innovation, focusing on the creation of sustainable and accessible vehicles. The company aims to improve urban mobility conditions and the population's quality of life, making cities more livable and ensuring a more efficient traffic flow.

SkyRail

Leveraging its integrated innovation capabilities, BYD has been strategically expanding its presence in the rail transport and new energy vehicle sectors. Among the intelligent and sustainable solutions launched is SkyRail, designed to diversify the railway mobility matrix and promote harmonious development between different modes of transport. As a complementary solution to traditional public transport, it contributes to a better commuting experience and improves the environmental quality of communities by reducing emissions.

Line 17 – Gold of the São Paulo Metro

GRI 3-3: Product responsibility

The BYD SkyRail São Paulo Consortium is responsible for implementing Line 17 – Gold of the São Paulo Metro. This is an elevated transport system, silent and with low environmental impact. Developed with advanced technology, SkyRail combines onboard intelligence, innovative design, and operational safety, offering a modern and efficient alternative for transportation in densely populated urban areas.

Designed to operate on elevated and exclusive tracks, SkyRail presents itself as an ideal solution to address the challenges of urban infrastructure without interfering with surface traffic. In addition to reducing emissions and noise, the system provides integration with other transport modes, contributing to improved traffic flow and the quality of life for the population of São Paulo. The adoption of this technology by the city reflects confidence in the intelligent, low-carbon transport model promoted by BYD Brazil.

With the entry into operation of SkyRail in São Paulo, the city now has an alternative that combines innovation, sustainability, and efficiency in public transport. This initiative places São Paulo among the pioneering cities in Latin America in adopting automated rail solutions and reinforces BYD Brazil's commitment to clean, connected, and accessible mobility.

Social Communication Plan and Impact Monitoring – Line 17 – Gold

GRI 3-3: Community Engagement; 413-1; 413-2

To identify and mitigate the impacts of the construction works of Line 17 – Gold of the São Paulo Metro, BYD Brazil implements the Social Communication Plan (PCS). Structured based on the Basic Environmental Plan, the PCS includes communication strategies and actions related to the licensing process of the expansion works, divided into three main stages:

Before and during the works:

Updated community database (mailing) and establishment of the Community Relationship Center.

During implementation:

Informative campaigns for the population, targeted actions for affected businesses and owners of water catchment wells, periodic technical monitoring, social and environmental projects, and measures for the relocation of public services.

Upon completion:

Visits to intervention areas, pre-inauguration meetings, and closure meetings to resolve any issues related to property damage.

To ensure transparency, the Consortium prepares a Monthly Social Communication Report, documenting all activities carried out within the PCS scope.

In parallel, the Consortium conducts bimonthly monitoring of noise and vibrations during the works, in compliance with the parameters established by applicable regulations. The selection of monitoring points considers the most sensitive locations in the surroundings — such as residences, schools, and healthcare institutions — in line with the Environmental Impact Study (EIA). Noise measurements last at least 10 minutes, and vibration assessments record data such as RMS velocity and peak, using a triaxial accelerometer for detailed analysis of the horizontal and vertical axes.

Special cases are handled individually, with mitigation or elimination actions recorded in service forms and communicated to the community. Even facing challenging deadlines, the management of the BYD SkyRail São Paulo Consortium remains committed to focusing activities during daytime hours to minimize impacts on the neighborhoods surrounding the construction site.

Electric Buses

Bus Curitiba – D9W

BYD is a global reference in electrified mobility and leads a deep transformation in the public transport sector with its line of 100% electric buses. With over 85,000 units sold worldwide, BYD buses are present in over 400 cities across more than 70 countries and regions, spanning six continents — reflecting the company's commitment to building a low-carbon future.

BYD Brazil offers electric bus chassis that receive bodyworks developed in partnership with local manufacturers. This combination ensures safe, silent, and highly efficient vehicles, capable of reducing operating costs by up to 70%, while significantly reducing environmental impact. Each BYD electric bus prevents, on average, the emission of 118.7 tons of CO_2 per year, equivalent to planting 847 trees, based on an annual average mileage of 72,000 km.

In Brazil, BYD produces five chassis models:

- **D9W:** Low-floor for use with bodies up to 13.2 meters in length.
- **D9A:** High-floor for use with bodies up to 12.8 meters in length.
- **D9F:** For charter operations and short- to medium-distance intercity routes.
- **D11A:** Articulated, high-floor for urban use (especially BRT projects) with bodies up to 23 meters in length.
- **D11B:** Articulated, low-floor for urban use with bodies up to 22 meters in length.

In addition to fuel and maintenance savings, these vehicles stand out for their long operational lifespan, operating for up to 15 years, compared to about 10 years for diesel buses. This durability further enhances the economic and environmental benefits for operators and cities.

BYD Brazil's operations have strengthened since 2014, with strategic investments in infrastructure and national production. In Campinas (SP), the company operates a facility dedicated to assembling electric bus chassis, while in Manaus (AM), it runs a factory specializing in lithium iron phosphate (LFP) batteries to supply the Brazilian market.

BYD Brazil has stood out for introducing pioneering innovations. In Goiás, the company delivered the world's first 100% electric super-articulated bus, with the specifications of the D11A model, featuring 23 meters in length, high floor with lift, and 250 km of range. The model operates on the BRT East-West corridor in Goiânia and was designed to function with low overload on the power grid, combining efficiency, accessibility, and reduced environmental impact. With this initiative, BYD Brazil reinforces its leading role in the expansion of urban electromobility, promoting comfort, operational cost savings, and environmental benefits.

Other cities are also advancing in the electrification of public transport. In 2024, BYD Brazil delivered six D9W buses to Curitiba, the first fully electric low-floor buses in the capital of Paraná. With a range of 250 km, charging time of up to 2 hours, and lithium iron phosphate batteries, the models passed operational and performance tests. Since 2019, BYD vehicles have covered over 5 million kilometers in São Paulo, demonstrating excellent performance and low maintenance costs.

BYD Brazil's presence also extends to special and corporate operations. The D9F model was delivered to the company Brazil Sul in Foz do Iguaçu (PR) for employee transportation at the Itaipu power plant. Additionally, Goiânia International Airport became the first airport in Brazil to operate a fully electric bus regularly, with the D9W model transporting around 1,000 passengers per day between the terminal and the aircraft. BYD vehicles — equipped with Wi-Fi, air conditioning, USB ports, Low Entry system, pneumatic suspension, and regenerative braking — represent an efficient, inclusive, and sustainable solution for urban mobility challenges, consolidating the company as a leader in innovation and electrification of public transport in Brazil and worldwide.

6.4 GREEN LOGISTICS

Green logistics represents a set of solutions aimed at reducing environmental impacts in the transport and operations sectors. With this focus, BYD has been directing significant investments toward the development of sustainable technologies, such as 100% electric trucks capable of replacing conventional fossil fuel-powered vehicles in various logistics scenarios.

Upon entering this segment, BYD established three fundamental goals: extending battery lifespan, increasing energy efficiency, and promoting environmental preservation. These principles guide the company's entire heavy vehicle operation, from technical development to practical applications in both urban and highway routes.

◆ Electric trucks

BYD's presence in the truck market reinforces the advancement of electromobility in heavy-duty logistics — a strategic area for meeting global climate targets. By replacing diesel-powered vehicles with high-performance electrified models, the company delivers environmental gains without compromising operational capacity, strengthening its commitment to the transition toward a low-carbon economy. BYD began researching and developing electric trucks in 2012 and became the first company in the world to invest in electric truck R&D.

BYD's electrified truck fleet is already being used by companies committed to ESG goals, directly contributing to the reduction of greenhouse gas emissions and noise in transport operations.

BYD Brazil offers two electric truck models. The eT18 21.250 has a range of up to 165 km (C-WTVC), a GVW of approximately 21 tons, and a payload capacity of up to 13,300 kg. It is equipped with a lithium iron phosphate battery, eliminating pollutant emissions. The vehicle also features regenerative braking, automated transmission, and fast charging in up to 1 hour and 30 minutes. Each eT18 unit can prevent up to 133 tons of CO_2 emissions per year, equivalent to planting 949 trees.

The eT5 7.200, BYD's 100% electric VUC (Urban Cargo Vehicle), offers a range of up to 185 km (C-WTVC), a payload capacity of 3,900 kg, and a GVW of around 7 tons. This model also uses lithium iron phosphate batteries, ensuring zero emissions. Like its larger counterpart, the eT5 features regenerative braking, automated transmission, and a charging time of up to 2 hours.

ET18 Truck

Electric forklifts

BYD's efforts in sustainable logistics also extend to equipment for indoor operations, such as forklifts, tow tractors, and pallet trucks. All models are fully electric and powered by lithium iron phosphate (LFP) batteries, known for their safety, long durability, and energy efficiency.

In 2024, the company innovated by extending the battery warranty of its electric forklifts in Brazil, reaffirming its commitment to product quality and customer trust. This measure strengthens the competitiveness of BYD Brazil's solutions and ensures customers greater operational predictability and cost reduction throughout the equipment's life cycle.

These sustainable solutions are transforming industry standards in logistics, traditionally dominated by combustion-powered machines. With zero emissions and low maintenance costs, BYD's electric forklifts are ideal for operations in distribution centers, warehouses, and industrial areas, contributing to cleaner, quieter, and more efficient environments.

BYD forklifts

Sustainability partnership: O-I Glass receives BYD ESG Award

O-I Glass, the world leader in glass packaging manufacturing, was recognized with the BYD ESG Award for the significant reduction of 18,633 tons of CO_2 in its operations in Brazil between 2021 and 2024. The certificate was presented by BYD Brazil, a pioneer in clean energy solutions and manufacturer of lithium battery electric forklifts, as a way to highlight O-I Glass's commitment to industrial decarbonization and sustainable mobility.

The partnership between the companies began in 2021, when O-I Glass decided to replace 100% of its handling equipment — forklifts, tow tractors, and pallet trucks — with lithium battery electric models from BYD Brazil in its four Brazilian plants. The initiative contributed not only to the reduction of greenhouse gases, but also to the improvement of the work environment, with less noise pollution and greater safety for employees.

Currently, O-I Glass has 84 BYD industrial machines in operation, with capacities of up to 5 tons. The embedded technology ensures longer battery life, lower maintenance requirements, and minimal noise levels. The reductions per plant are significant: 10,315 tons of CO_2 avoided in São Paulo (46 machines), 3,885 tons in Rio de Janeiro (18), 3,264 tons in Recife (15), and 1,169 tons in Vitória de Santo Antão (5), totaling the equivalent of planting 130,431 trees across the country.

These results reinforce the alignment of both companies with the United Nations Sustainable Development Goal (SDG) 13, which proposes urgent action to combat climate change. The partnership between BYD Brazil and O-I Glass is a concrete example of how technological innovation can drive the transition to a low-carbon economy, with positive impacts for both the environment and the health and well-being of workers.

O-I Glass Receives BYD ESG Award

BYD Explorer No. 1 cargo ship

Expanding its operations in global logistics, BYD announced its first cargo ship, the Explorer No. 1 BYD, in 2024. This vessel, which symbolizes a new milestone in the company's transport strategy, was designed with a focus on sustainability and greater control over the international supply chain. The ship has a capacity to transport over 7,000 vehicles and features technological solutions that optimize energy consumption during ocean crossings.

The ship docked in Brazil for the first time in April 2024, at the Port of Suape (PE), bringing electric vehicles and strengthening BYD's logistics operations in the Latin American market. This operation represents not only a logistical advancement but also an important step toward consolidating a sustainable and integrated value chain.

With this initiative, BYD reinforces its leading role in green logistics on a global scale, as its entire fleet operates with LNG-powered dual-fuel Ro-Ro technology, which significantly reduces emissions. By aligning its land and sea operations with sustainability principles, the company is moving toward a cleaner, more efficient logistics model that is aligned with contemporary climate challenges.

07

Environmental Management

GRI 3-3: Nature and biodiversity; 304-1; 304-2
SDG 7; 11 and 13

BYD Brazil is committed to sustainable development and to building a low-carbon future. Guided by innovation and socio-environmental responsibility, the company incorporates environmental principles into every stage of its operations, integrating clean technologies, operational efficiency, and respect for natural resources.

BYD Brazil adopts a structured and strategic approach to managing environmental impacts and preserving biodiversity, based on robust internal policies and current legislation, with special emphasis on the National Solid Waste Policy (PNRS), established by Law No. 12,305/2010. This regulation guides the company's waste management practices, prioritizing environmentally sound management, reduction of waste generation, reuse, recycling, and safe final disposal.

In 2024, BYD Brazil's manufacturing units successfully completed the maintenance process for their ISO 14001 and ISO 9001 certifications. These certifications set guidelines and requirements for the implementation and maintenance of a solid and effective Environmental and Quality Management System, reinforcing the company's commitment to sustainability and operational excellence across all stages of its production.

The company has implemented the Zero Landfill Project, whose main goal is to maximize waste reuse and eliminate disposal in landfills. This initiative is complemented by selective waste collection and recycling programs at all operational sites, with active employee engagement in the proper sorting of recyclable materials.

BYD Brazil's Integrated Management System (SGI) Policy is at the core of its environmental governance and reinforces the commitment to pollution prevention, conscious use of natural resources, and reintegration of waste into production cycles. Aligned with circular economy principles, this policy guides practices aimed at reducing reliance on finite resources and promoting the regeneration of ecosystems impacted by industrial activities.

To identify and assess the environmental impacts of its operations, the company uses the Environmental Aspects and Impacts Survey (LAIA), a systematic tool that enables:

Identifying environmental aspects associated with the organization's activities, products, and services, such as energy consumption, waste generation, atmospheric emissions, and water usage;

Assessing the environmental impacts resulting from these aspects, such as natural resource depletion, soil pollution, air quality changes, and biodiversity loss;

Analyzing the significance of impacts based on criteria such as magnitude, likelihood of occurrence, and the sensitivity of the affected area.

Among the main identified impacts are the use of natural resources, manifested in water consumption for cleaning and sanitary use, energy consumption for equipment operation, lighting, and climate control, and the use of raw materials such as packaging and supplies.

The LAIA analysis enables BYD Brazil to identify opportunities for more efficient resource use, consumption reduction, and replacement with sustainable alternatives. The impact of natural resource use is recognized as both direct — through its own operations — and indirect, through the value chain and suppliers, whose activities can generate negative externalities. The organization seeks to mitigate both types of impacts through internal actions and engagement initiatives with business partners.

Preventive and mitigation actions for negative impacts are guided by legislation applicable to the company's activities, such as the implementation of internal selective collection programs, monitoring of water and energy consumption, and deployment of the Zero Landfill Project.

Additionally, the management of positive impacts is promoted through actions that encourage circular economy practices, employee engagement, and the strengthening of an environmental culture, such as tree planting initiatives and the "Campatinhas" project.

The environmental management is carried out by the Environment Department, with support from the Integrated Management System (SGI) Department. An internal committee meets periodically to review goals, actions, and results, and strategic decisions are reported to senior management, ensuring alignment with corporate objectives.

Environmental indicators are consolidated in a contracted software tool and compared to the targets set in the annual planning. Periodic internal audits assess SGI compliance and identify opportunities for improvement, complemented by external audits conducted by certifying bodies.

BYD Brazil operates three manufacturing units and three after-sales units in Campinas (SP), and one factory in Manaus (AM), covering industrial and commercial activities.

- Avenida Antônio Boscato, 230 – Terminal Intermodal de Cargas (TIC) – Campinas (SP): dedicated to the manufacturing of electric bus chassis and photovoltaic modules.
- Estrada Municipal José Sedano, 600 – Jardim Campineiro – Campinas (SP): focused on the manufacturing of solar kits and the wholesale trade of electrical materials.
- Rua Içá, 515 – Distrito Industrial I – Manaus (AM): dedicated to the manufacturing of batteries and accumulators for automotive vehicles.

Structured management and certifications

The company follows the Solid Waste Management Plan (PGRS), which sets clear guidelines for the segregation, storage, transport, and proper disposal of waste. The PGRS is reviewed annually to ensure compliance with current legislation and best environmental practices.

Management is supported by an Environmental Management System certified under ISO 14001, reinforcing the organization's commitment to continuous improvement, pollution prevention, and compliance with legal and regulatory requirements. Independent audits regularly verify system compliance.

Certificado

Norma de controle	NBR ISO 14001:2015
N° de reg. do certific.	TUV.14.55203390.3812.17
Empresa:	BYD ENERGY DO BRASIL LTDA. CNPJ: 21.858.948/0001-52 AVENIDA ANTONIO BUSCATO 230 TERMINAL INTERMODAL DE CARGAS TIC CAMPINAS - SP 13069-119 Brasil com as suas sucursais conforme anexo
Campo de aplicação:	Projeto, Fabricação e Montagem de Módulos Fotovoltaicos. Projeto, Montagem e Comercialização de Kit de Geração de Energia Fotovoltaica. (Kit Solar).
	Através de uma auditoria comprovou-se que as exigências da norma NBR ISO 14001:2015 foram satisfeitas. Data da próxima auditoria: 21.12 (dd.mm).
Validade:	Este certificado é válido de 08.10.2023 a 21.08.2026. Primeira Certificação em 2017

08.10.2023

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Certificado

Norma de controle	NBR ISO 14001:2015
N° de reg. do certific.	TUV.14.55202789.3810.17
Empresa:	BYD DO BRASIL LTDA. CNPJ: 17.140.820/0002-62 AVENIDA ANTONIO BUSCATO 230 TERMINAL INTERMODAL DE CARGAS (TIC) CAMPINAS - SP 13069-119 Brasil com as suas sucursais conforme anexo
Campo de aplicação:	Fabricação e Montagem de Chassis de Ônibus e Caminhões Elétricos. Montagem de Módulos de Bateria de Lítio.
	Através de uma auditoria comprovou-se que as exigências da norma NBR ISO 14001:2015 foram satisfeitas. Data da próxima auditoria: 23.05 (dd.mm).
Validade:	Este certificado é válido de 08.10.2023 a 22.08.2026. Primeira Certificação em 2017

08.10.2023

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Value chain approach

The organization pursues sustainable innovations and establishes partnerships with entities that share the same environmental values, enhancing the benefits to society and the environment. BYD Brazil's operations go beyond mitigating direct impacts, also promoting a positive influence on indirect impacts and reinforcing the concept of shared responsibility throughout the value chain.

***Upstream*:** BYD Brazil works with suppliers that adopt sustainable practices to reduce waste and, whenever possible, requires the use of recyclable or reusable packaging. The company also acknowledges the indirect impacts of sourcing components such as batteries and electronics, which contain heavy metals, and therefore applies strict environmental criteria for supplier selection and monitoring.

***Downstream*:** The organization seeks to extend product life through more sustainable design, and promotes reverse logistics, especially for batteries, electronic components, and other items subject to recycling. End-of-life waste includes old solar panels, metal bus frames, electric vehicle chassis, and plastics.

Internal practices and monitoring

Internally, BYD Brazil implements efficient use of materials and continuous improvement of production processes to minimize waste. Waste is segregated at the source, stored properly, and sent to certified service providers for environmentally appropriate treatment. These providers have verified environmental licenses and contract clauses, with traceability ensured through Waste Transport Manifests (MTRs) and regular audits.

7.1 EMISSIONS

GRI 305-1; 305-2; 305-3; 305-4; 305-7

BYD Brazil employs a structured strategy for managing greenhouse gas (GHG) emissions, based on the three scopes defined by the GHG Protocol. This methodology enables the company to map and mitigate the climate impacts associated with its operations, products, and value chain.

Scope 1:

Covers direct GHG emissions from sources that are owned or controlled by the organization within defined boundaries.

Currently, 58 electric forklifts operate across the Energy, Auto, After-Sales, Solar Kit, SkyRail Consortium, and Camaçari units, avoiding approximately 1,564 tons of CO_2 emissions annually[1] — equivalent to planting 15,739 trees[2]. In addition, the internal fleet of electrified vehicles contributes to daily reductions in pollutants.

Scope 2:

Covers GHG emissions from the consumption of purchased energy, such as electricity supplied by utility companies through the National Interconnected System (SIN) and purchased thermal energy. However, the factories producing photovoltaic modules and electric buses use 100% renewable energy.

Scope 3:

Covers other indirect GHG emissions that occur as a result of the organization's activities but originate from sources not owned or controlled by it. Examples of Scope 3 sources include the transportation of products by third-party vehicles and the use of outsourced vehicles.

All data presented in the tables below refer to the year 2023.

Total direct (Scope 1) GHG emissions in metric tons of CO_2 equivalent.	t CO2e
Total direct (Scope 1) emissions	82,540
Gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3 or all.	CO_2,CH_4, HFCs, VOCs

Biogenic CO_2 emissions in metric tons of CO_2 equivalent	t CO2e
Biogenic CO_2 emissions	0,000

Total indirect GHG emissions (Scope 2) from energy acquisition, in metric tons of CO_2 equivalent.	t CO2e
Total indirect GHG emissions (Scope 2), location-based, in metric tons of CO_2 equivalent.	353,350
Gases included in the calculation; se CO2, CH4,N2O, HFCs, PFCs, SF6, NF3 or all.	CO2

Greenhouse gas (GHG) emissions intensity index for the organization	
GHG emissions intensity	
Intensity metric: plant occupied area	52.176,17m^2
Greenhouse Gas (GHG) emissions intensity	63,9432 kg CO_2e/m^2

Total other indirect GHG emissions (Scope 3) in metric tons of CO_2 equivalent:	t CO2e
Total other indirect emissions (Scope 3)	1.570,52
Gases included in the calculation: CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3 or all.	CO_2, CH_4

Significant air emissions, in kilograms or their multiples, for each of the following categories:	
Nox	0,182 t/year
Sox	0,049 t/year
Particulate matter (PM)	0,112 t/year
Other standard categories of air emissions identified in relevant laws and regulations. (Carbon Monoxide (CO)	0,061 t/year

1. To calculate the reduction in emissions, the number of machines of the same model was counted and multiplied by the reduction per unit.
2. To calculate the number of trees planted, it was considered that for every 7 trees, it is possible to sequester 1 ton of carbon (source: https://www.ibflorestas.org.br/conteudo/compensacao-de-co2).

7.2 ENERGY

GRI 302-1; 302-3

Energy consumption management is a central aspect for BYD Brazil. Proper monitoring of this consumption allows the identification of efficiency opportunities, in addition to contributing to the reduction of environmental impacts related to energy generation and use.

Energy consumption in industrial environments is directly related to activities such as manufacturing, assembly, air conditioning, lighting, and equipment operation. Depending on the source used, this consumption may represent a significant share of indirect greenhouse gas emissions, requiring constant attention in the context of the energy transition and the global climate agenda.

BYD Brazil has been intensifying its investments in environmental management at its manufacturing units. At the solar kits factory, located in Campinas (SP), the replacement of sodium vapor lamps with LED technology and the use of translucent roof tiles resulted in approximately a 70% reduction in energy consumption, reflecting the company's commitment to energy efficiency and operational sustainability.

All data presented in the tables below refers to the year 2023.

Total fuel consumption within the organization from non-renewable sources, in joules or multiples, including the types of fuels used.

	kWh
Gasoline	501.648,30
Diesel	458.766,30
LPG (Liquefied Petroleum Gas)	40.217,60
Total consumption from non-renewable sources	**1.000.632,2**

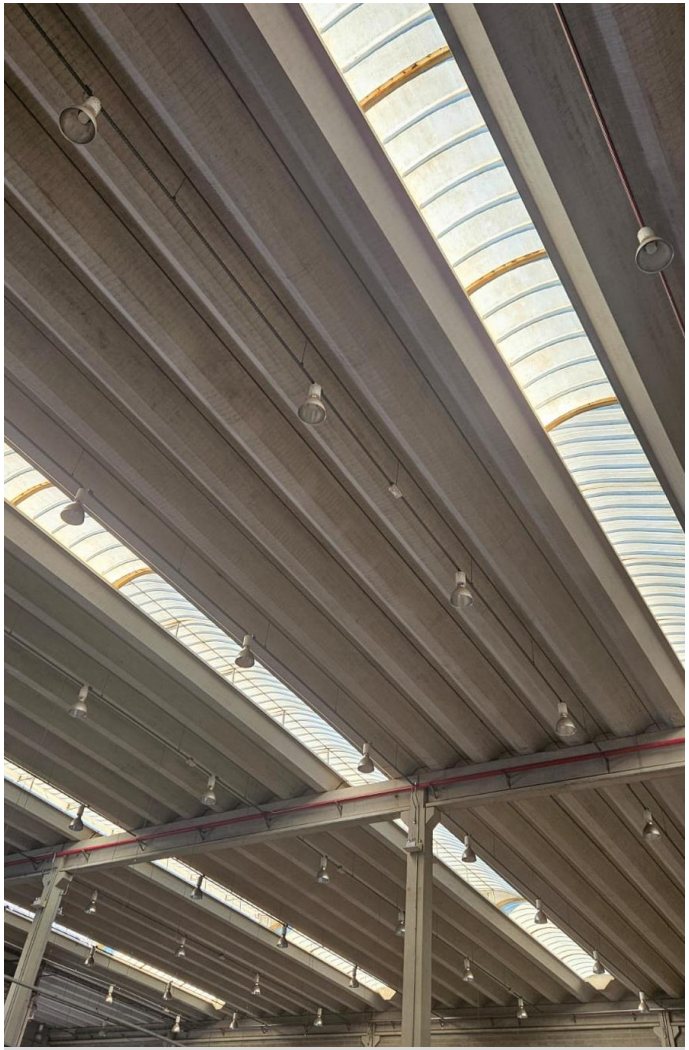
Total consumption of fuels within the organization from renewable sources, in joules or multiples thereof, including the types of fuels used.

	kWh
Ethanol	3.430
Total consumption from renewable sources	3.430

Energy consumption	kWh
Electricity consumption	956.399,70
Total energy consumption	**956.399,70**

Energy intensity rate for the organization. Energy consumed / Area occupied: 52,176.17 m²

	kWh/m²
Energy consumed / Occupied area: 52,176.17 m²	**37,57**



Translucent tiles at the BYD solar kit factory in Campinas (SP)

7.3 WASTE MANAGEMENT

GRI 3-3: Waste management and circular economy; 306-1; 306-2; 306-3; 306-4; 306-5

Waste management at BYD Brazil is conducted in a structured manner, based on the principles of sustainability and the circular economy. The topic is managed by the HSE department, in collaboration with the Integrated Management System (SGI). Waste generation occurs mainly during internal processes such as manufacturing, maintenance, packaging, and disposal of materials, with a focus on photovoltaic panel production and bus assembly operations.

The main inputs leading to waste generation include raw materials (such as silicon, glass, aluminum, metal structures, wiring harnesses, plastics, paints, solvents, adhesives), packaging (cardboard, plastic, Styrofoam), and operational supplies (oils, PPE, adhesives). The associated activities involve manufacturing, quality testing, storage, internal transport, and administrative services. As outputs, different types of waste are generated:

- **Non-hazardous waste:** Scrap metal, broken glass, cable trimmings, plastic film, cardboard, and wooden pallets;
- **Hazardous waste:** Expired paint, contaminated solvents, oil-soaked rags and filters, adhesive residues, paint booth sludge, and discarded PPE;
- **Recyclable waste:** Paper, plastic, and glass;
- **Organic waste:** Mainly from administrative areas and cafeterias.

As part of its environmental management strategy, in 2024, BYD Brazil signed a contract with a specialized supplier for the environmentally appropriate disposal of photovoltaic modules, photovoltaic cells, and obsolete electronic equipment. This initiative reinforces the company's commitment to sustainability and the mitigation of environmental impacts related to the disposal of technological waste.

The contract ensures the proper treatment of these materials, promoting recycling, component recovery, and the reintegration of resources such as glass, silicon, metals, and plastics into the production chain. Waste is sent to specialized companies that perform the separation and processing of items safely and efficiently.

In addition to this contract, the company implemented a composting project at the Manaus facility, aiming to integrate proper organic waste management into its sustainability and environmental responsibility initiatives. The project arose from the identification of opportunities for a more sustainable destination for internally generated waste, especially from the cafeteria.

The installed composter was sized according to the plant's demand and adapted to local conditions, enabling the conversion of waste into organic compost, which is later used in the facility's green areas. In addition to reducing the volume of waste sent to lower-value destinations, the project promotes a reuse cycle aligned with the circular economy. It also has an educational component, involving employees in campaigns and training on waste separation and the benefits of composting — a key factor for the initiative's success.

Assessment, prevention, and remediation of impacts

The company uses Key Performance Indicators (KPIs) to continuously monitor its waste management, including:

- Volume of waste generated by type (recyclable, organic, hazardous);
- Percentage of waste recycled, reused, or co-processed.

Additionally, it conducts Environmental Aspects and Impacts Analyses (AAIA), in accordance with ISO 14001, to identify and assess actual and potential impacts — both negative and positive — related to waste management and the circular economy.

- Prevention and Mitigation: The company promotes correct waste segregation, proper storage, and responsible final disposal. It also conducts ongoing training for employees to reinforce good environmental practices.
- Remediation: In the event of incidents, such as leaks or waste handling failures, BYD Brazil follows a corrective action protocol, which includes immediate remediation and, where applicable, environmental compensation.

Total weight of waste generated, in metric tonnes, with a breakdown of this total by composition of the waste.

Waste generated	2024
	t
Paper	0
Cardboard	43,17
Plastic	11,87
Glass	3,87
Metal	121,01
Organics	71,34
Non-recyclable waste	38
Total waste	**289,26**

Total weight in metric tons of waste not directed to disposal, with a breakdown of this total by waste composition.

Waste directed and not directed to disposal (t)	2024	
	Waste not directed to disposal	Waste directed to disposal
Paper	-	0
Cardboard	-	43,17
Plastic	-	11,87
Glass	-	3,87
Metal	-	121,01
Organics	-	71,34
Non-recyclable waste	38	
Total waste	38	251,26
	289,26	

Waste plant

Zero landfill project

In 2024, BYD Brazil implemented the Zero Landfill Project, an initiative aimed at eliminating the disposal of industrial and administrative waste in landfills. The project focuses on efficient and sustainable waste management across operations, prioritizing reuse, recycling, and environmentally responsible disposal, in alignment with the principles of the circular economy.

Key actions implemented include waste segregation at source, employee awareness initiatives, and partnerships with cooperatives and certified suppliers, which expand the reach and effectiveness of the sustainable practices adopted.

Materials use

GRI 301-1; 301-2

Most of the raw materials used in BYD Brazil's production processes — both at the photovoltaic module factory and at the electric bus chassis factory — are composed of materials with recyclable characteristics. This composition enables the adoption of sustainable practices throughout the entire production chain.

The company maintains a structured and integrated waste management system, focusing on proper segregation, material reuse, and environmentally compliant disposal, in accordance with applicable legislation.

Among the main materials managed are plastics, paper and cardboard, ferrous and non-ferrous metals, glass, and organic waste. These materials are controlled based on technical and legal criteria, ensuring traceability, compliance with environmental regulations, and the identification of recycling or reuse opportunities.

Recycled raw materials or inputs used in the manufacturing of BYD Brazil's main products

Recycled Inputs	2024
	Ton
Glass artifacts for various uses	6.293 (piece)
Corrugated cardboard boxes, printed or unprinted	445 (piece)
Aluminum sheets and strips in square or rectangular shapes	2.597 (piece)
Plastic film (excluding BOPP) for packaging, including rolls or coils	26. 141 square meters (m^2)
Simple pallets, pallet boxes, and other load-bearing platforms	219 (piece)

Vehicle battery recycling

BYD is also advancing in the development of vehicle battery recycling solutions. The company has built a complete industrial chain within its own ecosystem in China, covering all stages: battery production, vehicle manufacturing, battery recycling, echelon use, and recycling. This structure extends the battery lifecycle and strengthens the pillars of the circular economy.

In terms of reverse logistics, the company maintains centralized storage centers in industrial parks across China and operates a robust, efficient, and extensive battery recycling network. For decommissioned batteries in international markets, BYD collaborates with authorized recyclers, ensuring proper collection and treatment in accordance with specific recycling agreements.

Additionally, the company maximizes the residual value of batteries through second-life applications (echelon use). To this end, dedicated production bases have been established where recycled batteries are repurposed for energy storage systems, backup power sources, and solar-powered public lighting. Traceability and product quality are also ensured through complete records and continuous monitoring.

BYD Brazil is strategically establishing two major battery service centers in the country: one in Campinas, already operational, and another in Camaçari. The goal is to build a specialized service network covering the entire national territory. These two centers will provide full support for BYD Brazil's entire product line, including passenger cars, commercial vehicles, and special vehicles, featuring highly qualified technical teams trained to work with Blade Battery technology — one of the most advanced and safest on the market.

The process starts with a thorough pre-selection that identifies which batteries can be repaired, reused for second-life applications, or sent for recycling, ensuring appropriate and sustainable treatment for each component. Batteries that cannot be reused are sent to BYD-certified companies, including one specialized in lithium battery recycling, ensuring proper and environmentally responsible disposal of these materials. This initiative reinforces the company's commitment to the circular economy and reducing environmental impacts throughout the entire product lifecycle.

Simultaneously, BYD Brazil plans to implement a dedicated second-life battery production line at its facility in Manaus (AM), which will enable the reuse of battery modules for B-Box energy storage systems.

The Campinas service center has been operational since 2023 and serves as the focal point for receiving and analyzing all batteries circulating in the country. The battery center in Camaçari is actively being implemented and will soon integrate a complete industrial chain, from battery disassembly to resource reutilization. With this structure, BYD aims to offer a more efficient and professional battery after-sales service for the Brazilian market, continuously enhancing the customer experience and further driving the adoption and development of electric vehicles. This underscores BYD's commitment to sustainable innovation and building a complete and efficient ecosystem for electric mobility in Brazil.

7.4 WATER MANAGEMENT

GRI 303-1; 303-2; 303-3; 303-5

BYD Brazil has a limited interaction with water resources, using water exclusively for human consumption, sanitary cleaning, and food preparation. Water supply is provided by the public network, with no application of water in the company's production processes.

This limited and non-intensive usage profile significantly reduces the environmental impacts associated with water consumption. All water used is discharged into the public sewage system, undergoing a biological treatment process beforehand to ensure compliance with the required quality standards.

The company's operations do not generate direct impacts on water bodies, such as physical alterations, contamination by industrial effluents, or surface runoff with waste, since there are no production activities that require large volumes of water or result in significant liquid effluent generation.

The identification of potential impacts related to water usage is carried out through strict consumption control, with continuous monitoring of monthly utility bills and the development of specific indicators. The data is organized into spreadsheets and reviewed monthly, enabling consistent and detailed analysis.

All BYD Brazil units are included in the evaluation scope, with a maximum monthly water consumption indicator of 1.3 m^3 per employee. This indicator is systematically monitored, allowing the identification of deviations and the implementation of corrective actions whenever necessary.

The methodology includes data collection, recording in control systems, and comparison with the established target. During the evaluation period, the target was met every month of 2024, except for January, when a water leak was identified, affecting the consumption target for that month.

The maximum water consumption target of 1.3 m^3 per employee per month is periodically reviewed, taking into account factors such as seasonality, operational growth, and technological innovations that support consumption reduction.

Additionally, the company aims to align its objectives with public water management policies, especially in regions classified as water-stressed. In these locations, the company adopts additional measures, such as awareness campaigns, improvements in reuse processes, and investments in infrastructure for rainwater harvesting and reuse, reaffirming its commitment to protecting natural resources.

In 2024, BYD Brazil implemented an integrated project to reduce water consumption and utilize rainwater, reinforcing its commitment to efficient resource management and environmental impact mitigation. Measures adopted include replacing conventional taps with models featuring automatic activation and replacing toilet flushes with dual-flush systems — initiatives that significantly reduce daily water waste. The project also includes installing a rainwater harvesting and storage system, used for non-potable purposes such as garden irrigation and cleaning of external areas.

Total water withdrawal and consumption across all areas, in megaliters, with a breakdown by the following sources, if applicable:

Total consumption	2024
	Megaliters
Water supplied by third parties	**11,17**

At the Solar Kits factory in Campinas (SP), a complementary initiative helped prevent water waste during the semi-annual cleaning of water tanks. The plant has 17 water tanks — 16 with a capacity of 1,740 liters each and one with 1,000 liters — which previously had to be fully emptied during the cleaning process, resulting in an estimated annual loss of 61,500 liters.

With the adoption of a new cleaning technique that does not require full drainage of the tanks, the facility now operates with greater efficiency and sustainability, significantly reducing water consumption and promoting conscious use of water resources.

Effluent management

GRI 303-2; 303-4

BYD Brazil adopts full compliance with the legal requirements established by State Decree No. 8,468 of 8 September 1976, particularly the provisions of Article 19-A, as its minimum standard for effluent discharge quality. To ensure compliance with these parameters, the company operates a Wastewater Treatment Plant (WWTP) based on a biological treatment process.

After proper treatment, effluents are discharged into the public sewage system, ensuring that the physical, chemical, and biological parameters meet the limits defined by environmental regulations.

As an internal guideline, the quality standards for water and treated effluents strictly follow the limits set out in Article 19-A of Decree No. 8,468/1976. To reinforce the reliability and consistency of the process, quarterly sampling of effluents is carried out, with laboratory analyses to monitor the efficiency of the WWTP and verify compliance with discharge requirements into the public network.

Currently, the profile of the receiving water body is not considered in operations, since all treated effluents are fully discharged into the public sewage system. In such cases, according to applicable regulations, the responsibility for final treatment and environmentally appropriate disposal rests with the local sanitation service provider.

In 2024, BYD Brazil expanded the Wastewater Treatment Plants (WWTP) at its photovoltaic module and electric bus chassis factories, reinforcing its commitment to responsible environmental management. This initiative was designed to accommodate the growth of operations and ensure that all generated effluents are treated efficiently and in full compliance with environmental standards. The expansion included significant improvements to the biological system, particularly the modification of the existing anaerobic reactor and the installation of a new aerobic reactor, increasing the capacity for organic load and pollutant removal.

The new reactor is equipped with a JR-TurboAir aeration and recirculation system, which promotes the homogenisation of the liquid mass and stimulates depurative microbiological activity. The structure also includes a diaphragm-type valve to optimise recirculation and an elevated tank that directs the effluent to the existing biological filter, responsible for the final polishing stage of treatment. With the addition of a new 12m^3 aeration tank, the WWTP's capacity was doubled, now serving up to 840 employees — representing a significant advance in operational efficiency and sustainability for the site.

Total water discharge across all areas (in megaliters)

	2024
	Megaliters
Total Water Discharged	**11,17**

Effluent Treatment Plant (ETE) at BYD Brazil's factories in Campinas (SP)

08

Employees

In 2024, BYD Brazil proudly celebrated a historic milestone in its expansion journey within the country: reaching a workforce of 1,000 employees. This achievement not only reflects the company's continuous growth but also consolidates its position as a key player in the electric mobility and sustainable energy sectors in Brazil.

8.1 EMPLOYEE PROFILE

GRI 2-7; 403-8 SDGs 3; 4; 5; 8; 10 and 16

BYD Brazil ended 2024 with 1,176 employees, representing significant growth compared to 2023, when the total number of professionals was 656. This increase is directly related to the expansion of the company's operations in the country, reflecting the strengthening of industrial and administrative activities.

This scenario represents a significant increase in the number of employees hired compared to 2023, reinforcing the company's commitment to stable, long-term employment relationships.

Regarding employment status, the vast majority of the workforce is employed in full-time positions, with 1,156 employees (845 men and 311 women), while only 20 employees (11 men and 9 women) work part-time. The number of part-time employees remained proportionally stable between 2023 and 2024.

BYD Brazil did not record any employees working non-fixed hours in any region or gender in 2023 or 2024. This information reinforces the company's stable work schedule and the predictability of its labor relations.

Employees at the end of the reporting period by employment contract

	Man	Woman	Man	Woman
	2023		2024	
Permanent	401	243	773	388
Subtotal	413	243	782	394
Total	**656**		**1176**	

*Young Apprentices were not counted.

Employees at the end of the reporting period, by employment contract and region

	Midwest	Northeast	North	Southeast	South	Midwest	Northeast	North	Southeast	South
	2023					2024				
Permanent	1	1	2	638	2	10	19	4	1112	13
Subtotal	1	1	14	638	2	10	19	8	1126	13
Total	**656**					**1176**				

Employees at the end of the reporting period, by type of employment

	Man	Woman	Man	Woman
	2023		2024	
Full-time	409	237	845	311
Part-time	4	6	11	9
Subtotal	413	243	856	320
Total	**656**		**1.176**	

Employees at the end of the period by type of employment

	Midwest	Northeast	North	Southeast	South	Midwest	Northeast	North	Southeast	South
	2023					2024				
Full-time	1	2	1	638	2	8	77	30	1035	15
Part-time	0	0	0	12	0	0	0	0	11	0
Subtotal	1	2	1	650	2	8	77	30	1046	15
Total	**656**					**1.176**				

Diversity of employees

GRI 405-1

In 2024, the BYD Brazil Executive Board maintained a predominantly male profile, with 94% of positions held by men, and an age concentration between 30 and 50 years (67%). During the period, there were no representatives from minority groups within the Board.

Across the general workforce, a higher male presence is observed in all functional categories, with the exception of interns and apprentices. The predominant age group within the company ranges between 30 and 50 years.

Diversity of governance bodies and employees

BY GENDER	2022		2023		2024	
	% Board	% Executive Board	% Board	% Executive Board	% Board	% Executive Board
Male	0%	94%	0%	94%	0%	94%
Female	0%	6%	0%	6%	0%	6%

BY AGE GROUP	2022		2023		2024	
	% Board	% Executive Board	% Board	% Executive Board	% Board	% Executive Board
Under 30 yrs old	0%	0%	0%	0%	0%	0%
30 - 50 yrs old	0%	67%	0%	67%	0%	67%
Over 50 yrs old	0%	33%	0%	33%	0%	33%

Percentage of Employees by job category

BY GENDER	2022		2023		2024	
Job Categories	% Man	% Woman	% Man	% Woman	% Man	% Woman
Executive Board	94%	6%	90%	10%	90%	10%
Management	73%	27%	78%	22%	76%	24%
Specialist	67%	33%	83%	17%	62%	38%
Analyst	65%	35%	78%	22%	63%	37%
Assistant	83%	17%	63%	38%	75%	25%
Intern/ Apprentice	35%	65%	30%	70%	40%	60%

BY AGE GROUP	2022			2023			2024		
Job Categories	Under 30	30-50	Over 50	Under 30	30-50	Over 50	Under 30	30-50	Over 50
Executive Board	0%	82%	18%	0%	76%	24%	0%	71%	29%
Management	16%	75%	9%	13%	73%	14%	7%	79%	14%
Specialist	38%	62%	0%	24%	76%	0%	24%	76%	0%
Analyst	55%	44%	1%	52%	47%	1%	46%	53%	0%
Assistant	67%	31%	2%	61%	37%	2%	55%	43%	2%
Intern/ Apprentice	100%	0%	0%	100%	0%	0%	100%	0%	0%

BY OTHER DIVERSITY CRITERIA	2022	2023	2024
	Percentage of total workforce	Percentage of total workforce	Percentage of total workforce
People with Disabilities (PwD)	5%	5%	5%
Black employees	24%	14%	14%
Indigenous employees	11%	11%	11%
Other minorities	0%	0%	0%

8.2 TALENT MANAGEMENT AND RETENTION

BYD Brazil is committed to talent management and retention, focusing on the continuous development of its employees and the creation of an inclusive, safe, and stimulating work environment.

The company conducts an annual climate survey, with specific themes chosen each year. In 2024, the selected themes were organizational climate and leadership.

Compensation

GRI 2-20

Compensation management at BYD Brazil involves multiple levels of responsibility. The Human Resources Management is responsible for reviewing and approving the requested adjustments, as well as updating, modifying, and validating the compensation policy. The President is responsible for approving promotions, merit increases, transfers, and final approval of the policy.

Remuneration of the highest governance body and senior executives

GRI 2-19

The BYD Brazil remuneration policy includes fixed and variable components based on corporate guidelines and performance criteria. All positions in the company are listed in the salary framework, which defines salary ranges from 80% to 120% of the base value. Collective bargaining adjustments are applied directly to salaries without impacting the salary framework. This data is confidential and managed exclusively by Human Resources.

Total compensation includes the base salary, mandatory legal additions (such as hazard pay when applicable), and a variable component for eligible employees. This policy applies to all professionals under BYD do Brasil Ltda. and its subsidiaries, BYD Energy do Brasil Ltda., Consórcio BYD SkyRail São Paulo, and BYD Indústria de Baterias Ltda.

The company does not offer hiring bonuses or recruitment-linked incentives. Termination payments follow Brazilian legislation, including indemnified notice (30 days plus three days for each full year worked), accrued and proportional holidays (with a one-third bonus), 13th salary (proportional and full), overtime bank payments (if applicable), and a 40% FGTS severance fine.

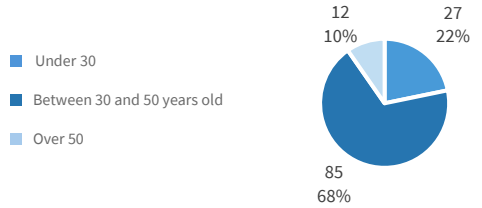
Senior executives are subject to merit cycles defined by the company's global compensation policy.

Merit increases are salary adjustments within the same band, recognizing individual performance without changing employment terms. Employees become eligible after a minimum of six months of employment. This process occurs annually in September, with HR consolidating data, performing individual salary analysis, discussing cases with line managers, and submitting proposals for validation by the global headquarters in China before implementation by Payroll.

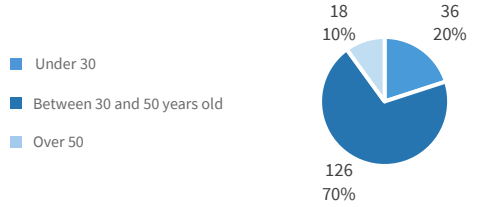
The bonus policy follows guidelines set by the global headquarters, aligned with corporate performance and results targets.

Total new employees hired in the year by age group (number of hires / % hiring rate)

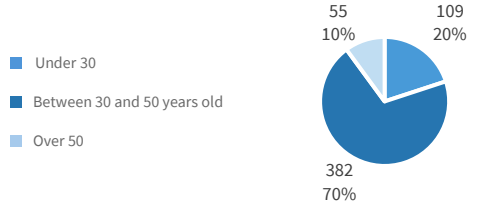
2022



2023



2024



Collective bargaining agreements

GRI 2-30

Most BYD Brazil employees are covered by current collective agreements aligned with their respective trade unions. This ensures compliance with labour laws and guarantees rights and benefits negotiated through collective bargaining. The exception is BYD Batteries in Manaus (AM), representing 25% of the workforce, which does not currently have an active agreement. Nevertheless, the company voluntarily continues to honour the terms of the previous collective agreement.

Benefits

GRI 401-2

BYD Brazil fosters a work environment that values employee well-being and development, offering a structured benefits package designed to meet a wide range of professional needs. Employees have access to the following benefits: meal vouchers, food allowance, medical and dental insurance, life insurance, pharmacy assistance, financial support for physical activities, concierge services, fuel allowance, childcare assistance, year-end vouchers, maternity leave, and paternity leave.

BYD Brazil provides the “Mom’s Corner,” a welcoming and private space designed to meet the specific needs of mothers during this period. The environment offers comfort, privacy, and safety for breastfeeding or milk expression during working hours, contributing to a smoother return to professional activities. Equipped with ergonomic chairs, a refrigerator for storing breast milk, and proper sanitation facilities, the space reinforces the company’s care for health and the balance between personal and professional life.

BYD Brazil conducts regular workplace exercise sessions across departments, focusing on stretching, mobility, and muscle relaxation. These activities are led by specialized professionals and monitored through occupational health indicators. As a result, a 76% reduction in medical leaves due to lower back pain was recorded, highlighting the benefits of preventive practices and the effectiveness of initiatives focused on ergonomics and quality of life in the workplace.

Recruitment processes

GRI 3-3: Talent Management; 401-1

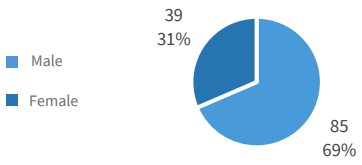
BYD Brazil’s recruitment process is based on a detailed evaluation of candidate profiles, including technical and behavioral competencies and alignment with company culture. A strong focus is placed on matching candidate expectations with organizational values.

Upon hiring, all new employees participate in the Onboarding program — a structured process that introduces the company’s culture, history, internal processes, products, and business lines. New hires also interact with multiple departments, fostering broad and strategic integration.

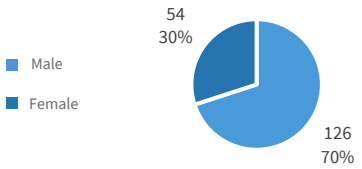
In 2024, BYD Brazil partnered with the largest talent bank in the country to enhance search capabilities and increase assertiveness in recruitment processes.

Total number of new employees hired in the year by gender

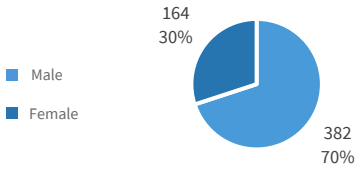
2022



2023



2024



Intranet

In 2024, BYD Brazil implemented an internal network (intranet) aimed at standardizing internal communication across the BYD Group units. The intranet plays a key role within the Internal Communication department, with the following applications:

1. Efficient and standardized communication:

Facilitates internal communication, allowing employees to share information, updates, and announcements quickly, systematically, and in an easily accessible manner.

2. Collaboration and engagement:

Provides platforms for collaborative work, enabling teams to work on projects simultaneously, share documents, and exchange ideas.

3. Information centralization:

Serves as a centralized repository of information, where employees can access policies, procedures, manuals, and other resources necessary for their roles.

4. Access to resources:

Offers easy access to tools and resources, such as calendars, forms, and management systems, enhancing daily productivity.

5. Organizational culture:

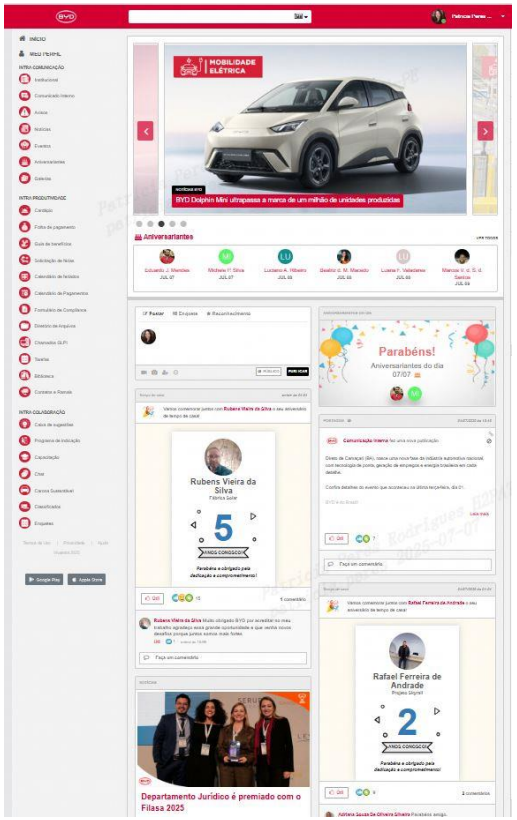
Contributes to building and maintaining the organizational culture by promoting the company's identity, values, and mission among employees.

6. Training and development:

Includes e-learning modules and training resources, facilitating employees' professional development.

7. Information security:

Enhances information security control by ensuring that only authorized employees have access to sensitive data.

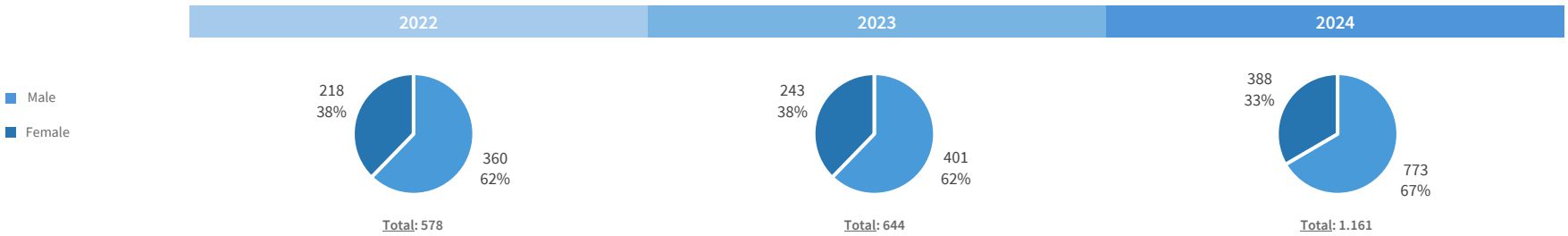


8.3 PERFORMANCE MANAGEMENT

GRI 3-3: Talent Management; 404-3

BYD Brazil conducts performance evaluations at 45 and 90 days with the aim of monitoring the integration and performance of employees during their initial period with the company. In addition, an annual performance review is carried out, from which Individual Development Plans (IDPs) are defined. This process fosters the continuous improvement of skills and ensures alignment with the organization's goals.

Percentage of total employees, broken down by gender, who received a regular performance and career development review.



8.4 TRAINING AND DEVELOPMENT

GRI 404-1

BYD University

GRI 3-3: Talent Management

BYD Brazil promotes the continuous development of its professionals through the BYD University program, an internal platform for technical, behavioral, product, and business training, offered in an online format, which enables the integration of all BYD Brazil units.

In 2024, BYD Brazil held 21 training sessions through BYD University, each lasting 1 hour and 30 minutes, totaling 31.5 hours of training. The activities involved the participation of 1,278 employees, evenly distributed between genders (50% women and 50% men), reflecting the company's commitment to inclusion and professional development.

The topics addressed covered strategic, behavioral, and awareness areas, including: Communication and Interpersonal Relationships; Finance Department Processes; Lifelong Learning; Financial Wellness with Itaú; Procurement Process in the SAP System; Sustainability in Everyday Life and Its Impacts; Obesity; Pink October; Yellow September; Blue November; Red December; and Black Consciousness Day.

Average hours of training per employee, by gender

By gender	total hours	average hours
Man	1.195	1,4
Woman	1.809	5,8
Total	3.004	2,5

Brazil-China exchange program for employee training

As part of the implementation of BYD's largest factory outside Asia, located in Camaçari (BA), the company launched a series of exchange programs between Brazilian and Chinese professionals to foster the sharing of experiences and technologies. Since June 2024, engineers, specialists, and leaders from the areas of quality, processes, planning, logistics, and warehousing have been sent to Shenzhen, China — where BYD's global headquarters is located. The teams underwent immersive training focused on understanding the entire production chain of the world's leading electric vehicle manufacturer.

The first group, composed of 22 professionals — including 19 from Bahia, one from Piauí, one from São Paulo, and one from Mexico — spent three months in China, participating in hands-on and strategic training alongside BYD engineers and technical teams.

In October, a new phase of the program began, sending over 70 employees from the Camaçari plant, including newly hired staff, production leaders, SENAI teachers, and translators. Among them, 35 participated in a professional improvement course in automotive operations offered by SENAI in partnership with BYD Brazil. Over nearly two months, the group underwent training in Shenzhen, Zhengzhou, and Xian, focusing on assembly, quality, and maintenance of industrial systems. This initiative marked the first international trip for participants of BYD's technical qualification program in Brazil.

China Training

SENAI and BYD Brazil partnership for educational, technological, and scientific projects

SENAI Partnership

In 2024, BYD Brazil and SENAI Bahia formalized a cooperation agreement aimed at developing educational, technological, and scientific projects. The signing ceremony took place at the headquarters of the Federation of Industries of the State of Bahia (FIEB) and marked the start of their first partnership contract, focused on training professionals for the automotive sector. This initiative reinforces BYD Brazil's commitment to developing skilled labor and positioning Bahia as a reference for innovation and high-tech industries.

The agreement established technical cooperation for the exchange of information and the implementation of programs related to professional education, research, development, and innovation (R&D&I), as well as the dissemination of scientific and technological knowledge.

In August 2024, 155 students graduated from the first phase of the program.

*Gender as self-identified by employees.

8.5 OCCUPATIONAL HEALTH AND SAFETY

GRI 3-3: Occupational Health and Safety; 403-1

BYD Brazil has an Occupational Health and Safety Policy aligned with key national standards, notably NR-01 (General Provisions), NR-07 (Occupational Health Medical Control Program – PCMSO), and NR-09 (Environmental Risk Prevention Program – PPRA or PGR, according to updated regulations).

The company adopts a structured Occupational Health and Safety Management System (OHSMS) aimed at preventing risks to workers' physical integrity and promoting safe, healthy workplaces in compliance with current legislation. The system complies with the guidelines set forth in the Consolidation of Labor Laws (CLT), the Regulatory Norms (NRs) of the Ministry of Labor and Employment, as well as internationally recognized technical standards.

The OHSMS is composed of core instruments such as:

- Risk Management Program (PGR);
- Occupational Health Medical Control Program (PCMSO);
- Internal Accident Prevention Commission (CIPA);
- Zero Accidents Policy.

The OHSMS fully covers 100% of workers, activities, and sites directly involved in the manufacturing of photovoltaic panels, assembly of buses, and administrative offices. This includes:

Workers: BYD employees in production, maintenance, engineering, warehouse, internal logistics, quality, occupational safety, industrial cleaning, and administrative departments. It also includes outsourced workers engaged in operational or support activities within company facilities;
Activities: The full production cycle of photovoltaic modules — from receiving raw materials to dispatch of finished products — and all stages of bus assembly, including structure, electrical systems, mechanics, and final testing. Support functions such as maintenance, material handling, and technical cleaning are also within scope;
Workplaces: All production and administrative areas located within BYD Brazil's industrial complexes, including production warehouses, workshops, laboratories, loading and unloading zones, locker rooms, and offices. This scope also covers after-sales operations and offices in São Paulo.

Employee participation is encouraged throughout the entire management process, from system design and implementation to the assessment of processes and results. This involvement ensures that the OHSMS is tailored to operational realities and effectively contributes to risk prevention.

In addition to regulatory compliance, BYD Brazil sets annual occupational health and safety targets, including a 10% reduction in the accident rate with leave and mandatory safety training for 100% of employees. These targets reinforce the company's commitment to safeguarding worker health, physical integrity, and fostering a prevention-focused culture.

Since 2022, BYD Brazil has utilized a digital solution to automate Personal Protective Equipment (PPE) management. The platform replaces paper records with biometric signatures, ensuring traceability, security, and precise control over PPE distribution based on job role, work area, validity, and frequency. This digitalization mitigates labor risks while reducing operational costs.

In 2024, BYD Brazil conducted a comprehensive ergonomic mapping of its administrative and operational sectors to identify postural risks and improve workplace conditions. Resulting improvements included replacing chairs with ergonomic models, installing adjustable footrests, and providing wrist supports for keyboards and mice. Laptop users received supports to align screens with eye level, promoting proper posture. These measures highlight BYD's commitment to employee well-being and the prevention of repetitive strain injuries.

Occupational health and safety training

GRI 403-5

All employees, including new hires and temporary workers, receive Occupational Health and Safety (OHS) training during onboarding. This training covers basic workplace safety, emergency procedures (such as evacuation, first aid, and fire fighting), correct use of PPE and Collective Protective Equipment (CPE), ergonomics, and common operational risks.

Beyond initial training, employees undergo specific instruction based on occupational risks related to their roles. Training is regularly updated and includes safety guidelines for electrical work, welding, material handling, machinery operation, chemical handling, and exposure to noise, dust, and vibration. Emergency training, including evacuation drills and rescue simulations, is also part of the program.

Regular refresher courses are provided to maintain safety competencies and adapt to new processes, equipment, and technologies. These courses include regulatory reviews, accident simulations, and evaluation of the effectiveness of implemented preventive measures.

Outsourced workers under the company's management also receive specific safety training upon starting their jobs, focusing on environmental risks and the tasks they perform. The company ensures that contractors strictly comply with the required OSH standards, providing training aligned with the same criteria applied to its employees.

Training is delivered in various formats, including in-person workshops led by experts, online courses via digital platforms, and hands-on group activities or operational simulations. Training effectiveness is monitored through performance evaluations, supervisor feedback, participant surveys, and tracking safety indicators such as accident reduction and near-miss control.

Fire Brigade

Safe Path Project

To enhance worker safety, BYD Brazil implemented the Safe Path Project within its industrial plants. This initiative ensures protected pathways between operational sectors, preventing critical intersections with forklift traffic, machinery, and other potential hazards. Safe paths are marked with floor signage, warning signs, and physical barriers, following current safety regulations. The project improves both worker safety and the efficiency of internal movement while reinforcing a culture of prevention.

Promotion of holistic worker health

GRI 403-6; 403-3; 403-10

BYD Brazil promotes comprehensive employee health through various initiatives that extend beyond occupational risks. These services are available to direct employees and outsourced workers managed by the company.

The organization maintains Specialized Occupational Safety and Health Engineering Services (SESMT), either in-house or contracted, staffed by qualified professionals, including occupational physicians, occupational nurses, nursing technicians, engineers, and safety technicians, as specified in regulatory standards NR-4 and NR-7. These services play a fundamental role in identifying, assessing, and controlling physical and mental health hazards, in addition to promoting safe and healthy workplaces.

Key health service offerings include:

- Partnerships with clinics and hospitals offering discounts on medical and dental services;
- Health plans covering outpatient, hospital, laboratory, therapy, and specialist services — fully or partially subsidized;
- Preventive health campaigns, including vaccinations, blood pressure monitoring, glucose testing, and nutritional assessments;
- Quality of life programs focusing on physical activity, healthy eating, and work-life balance.

The main functions of occupational health services include:

- Medical evaluations (pre-employment, periodic, return-to-work);
- Occupational health monitoring aligned with PCMSO and risk assessments;
- Accident investigation participation with health-related technical analysis;
- Managing sick leaves and supporting safe reintegration of workers;
- Vaccination campaigns, mental health promotion, ergonomic programs, and sedentary lifestyle prevention;
- On-site first aid and medical referrals.

Notable health programs include:

- Support groups for alcohol reduction and smoking cessation;
- Workplace exercise sessions and gym partnerships;
- Gender-specific health actions focused on prevention and awareness.

BYD Brazil ensures that all workers under its responsibility have full access to health programs through:

- Clear and accessible internal communication about the services available;
- Care provided at company units or nearby partner clinics;
- Flexible scheduling to allow participation in health-related activities, without compromising professional duties.

Flu vaccination campaign

The quality of occupational health services is ensured through the hiring of qualified professionals, continuous team training, and the integration of health data into the OHS management system, enabling evidence-based decision-making. Care is provided at onsite clinics located at operational units, with schedules aligned to work shifts, along with open channels for appointment scheduling, guidance, and emergency support.

In 2024, BYD Brazil did not record any deaths from occupational diseases among directly contracted employees. Likewise, there were no work-related accidents with serious consequences, nor were there any identified cases related to major types of occupational diseases. These results reflect the effectiveness of preventive policies, continuous monitoring of occupational health, and the strengthening of the company's safety culture.

During the same period, there were also no deaths, serious accidents, or cases of occupational diseases among workers who are not directly employed by BYD Brazil but whose activities or workplaces are controlled by the organization. The company ensures that all professionals under its management, regardless of contractual status, are included in prevention initiatives, health promotion, and occupational risk management.

Strengthening occupational health and preventive nedicine at BYD Brazil

To enhance the Occupational Health area and foster a safer and healthier work environment, BYD Brazil expanded its medical services in 2024 at the Campinas (SP) facilities. This expansion included increasing the Occupational Medicine service to 20 hours per week, enabled by hiring an additional occupational physician. This initiative improved the efficiency of periodic medical exams, return-to-work assessments, and specific clinical follow-ups, ensuring greater accessibility for employees.

Previously, the Solar Kits factory did not have regular onsite occupational medical services. With this new arrangement, the facility now receives weekly medical support every Thursday, for four hours. The photovoltaic module and bus chassis factories also benefited from increased service hours, allowing for a more preventive approach to employee health management.

Simultaneously, the company implemented a Preventive Medicine Program, further strengthening workplace health promotion. Hiring an additional nurse expanded the healthcare team's capacity, bringing services closer to employees and enhancing routine health monitoring. The integrated work of physicians and nursing staff has made services more agile and effective, establishing prevention as a strategic pillar for employee well-being and operational sustainability.

Occupational health and safety risk management

GRI 3-3: Occupational Health and Safety; 403-2

BYD Brazil takes a systematic and preventive approach to identifying, assessing, and mitigating occupational health and safety risks. Risk management processes are applied to both routine and non-routine activities, using established tools such as Preliminary Risk Analyses (PRAs), Work Permits (WPs) for critical tasks, safety inspection checklists, behavioral observations, and periodic reviews of operational procedures.

These assessments cover physical, chemical, biological, ergonomic, and psychosocial risks, taking into account the specific characteristics of each stage of the production process — from handling raw materials and electronic components to welding, chassis assembly, testing, and vehicle movement. The company has formal processes for identifying and evaluating both actual and potential impacts, whether negative or positive, related to occupational health and safety. These processes involve several key areas, as described below:

1. Impact identification and assessment processes

Preliminary Risk Analysis (PRA): Conducted before starting critical or new activities to identify and mitigate potential health and safety risks.

Internal and External Audits: Periodic monitoring of compliance with legal standards and internal policies.

Safety Talks (DDS): Regular meetings with workers to identify perceived day-to-day risks.

Risk Management Program (RMP): Identifies and assesses occupational hazards in a structured way, including physical, chemical, biological, ergonomic, and psychosocial aspects.

Incident and Accident Reports: : Analysis of causes and consequences of work-related accidents, with a focus on prevention.

2. Identified impacts

Negative:

- Risk of workplace accidents, especially in operational areas, directly affecting workers' physical integrity and generating costs associated with absenteeism.
- Ergonomic risks, particularly in administrative or repetitive tasks, affecting musculoskeletal health.

Positive:

- Improved organizational climate through the promotion of safer and healthier environments.
- Reduced absenteeism and increased productivity through effective preventive actions.

Engagement with impacts

The organization is engaged with both the negative impacts it identifies — directly (from its own activities, products, and services) and indirectly (through business relationships and its value chain).

Direct Impacts (from activities, products, or its own services):
Workplace accidents and occupational risks: These mainly arise from internal operational activities, such as machine handling, or exposure to physical, chemical, and ergonomic risks.

Indirect Impacts (from partners or the value chain):
Suppliers with inadequate occupational health and safety (OHS) practices: Failures in health and safety management in supply chain companies, especially in sectors like civil construction, transport, or logistics.

The quality and reliability of these processes are ensured through continuous training for Occupational Health and Safety (OHS) professionals and operational leaders, internal and external audits, and active employee participation through the Internal Accident Prevention Commission (CIPA), safety dialogues, and suggestions. Results from assessments are used to apply the control hierarchy, prioritizing hazard elimination, material or process substitution, engineering and administrative controls, and the use of Personal Protective Equipment (PPE) as a last resort. The company also updates and improves its Occupational Health and Safety Management System (SGSST) using incident and audit indicators, and defines corrective and preventive actions based on root cause analyses and technical investigations.

Regulatory training programs

BYD Brazil maintains a strong commitment to the health, safety, and well-being of its employees, continuously investing in technical training in line with Regulatory Standards (NRs). These trainings are critical for ensuring safe workplaces that comply with current legislation and align with best practices in occupational risk

Previously conducted off-site, the training sessions required complex logistical arrangements and disrupted operational routines, with average completion times of up to 40 days. With the modernization of internal practices, all training is now carried out within BYD Brazil units by certified occupational safety technicians. This change reduced the average training time to approximately 5 days, ensuring greater control, standardization, and quality of the content delivered. Currently, the training systematically covers the main regulatory standards (NRs): NR 01, NR 05, NR 06, NR 11, NR 12, NR 17, NR 18, NR 20, and NR 35, addressing topics such as risk management, ergonomics, PPE, machinery, flammable materials, and working at heights.

Incident investigation

GRI 403-9

BYD Brazil has a structured process for incident investigation, aimed at identifying immediate and root causes, eliminating or mitigating risks, and promoting continuous improvement of the Occupational Health and Safety Management System (OHSMS).

- **Incident Reporting:** All events — including accidents with or without lost time, near misses, and unsafe conditions — are formally recorded through internal channels, immediately notifying the Occupational Health and Safety (OHS) team.
- **Technical Investigation:** The investigation is conducted by a specialized team, with support from the involved departments and, when applicable, the Internal Commission for Accident Prevention (CIPA). Tools such as Cause-and-Effect Diagram, Five Whys, and Ishikawa Diagram are applied to determine the causes.
- **Risk Reassessment:** During the investigation, a new risk assessment is performed, considering the real context of the occurrence and any gaps identified in existing controls.
- **Definition of Corrective Actions:** The measures adopted follow the hierarchy of controls, prioritizing the elimination of hazards.
- **Implementation and Monitoring:** Actions are carried out within defined deadlines and by those responsible, and their effectiveness is verified by the OHS team.
- **OHSMS Feedback Loop:** Lessons learned from the investigation are incorporated into the risk inventory, operational procedures, and training programs, and serve as the basis for reviewing safety indicators and continuously improving safety practices across the company.

Occupational accidents involving all employees

For All Employees	2024	
	Number	%
Fatalities as a result of work-related accidents	0	0
Work-related accidents with serious consequences (excluding fatalities)	0	0
Work-related accidents subject to mandatory reporting	3	0,006
Total number of hours worked	**439.974.920**	

Work-related accidents considering all workers who are not employees but whose work and/or workplace is controlled by the organization

For all workers who are not employees	2024	
	Number	%
Fatalities as a result of work-related accidents	0	0%
Work-related accidents with serious consequences (excluding fatalities)	0	0%
Work-related accidents subject to mandatory reporting	0	0%
Total number of hours worked	**0**	**0%**

Occupational health and safety management in third-party relationships

GRI 403-7

BYD Brazil adopts a structured approach to prevent and mitigate significant occupational health and safety (OHS) impacts in its business relationships, including suppliers, contractors, and logistics partners. The company performs prior risk assessments related to third-party activities, considering environments, equipment, and processes involved. All contracts with third parties include mandatory clauses requiring compliance with Regulatory Standards (NRs), provision of Personal Protective Equipment (PPE), completion of training, and occupational health monitoring. BYD Brazil also conducts regular audits of critical suppliers and partners to ensure adherence to OHS best practices. Additionally, the company promotes training and engagement initiatives to ensure that all involved parties understand and comply with the standards set by the organization.

Communication and participation tools

GRI 403-4

BYD Brazil recognizes that building a healthy and safe work environment depends directly on the active engagement of its employees. Therefore, it adopts systematic and continuous processes to ensure participation, consultation, and effective communication on Occupational Health and Safety (OHS) matters, covering both its own staff and third-party professionals working under its management.

With a focus on prevention and strengthening a safety culture, the company implemented the Safety Cards, a tool that encourages active communication between professionals and the OHS team. These cards allow for the reporting of risk situations, unsafe behaviors, and improvement suggestions. All submitted information is reviewed and, when necessary, leads to corrective actions with guaranteed feedback to the employee, promoting transparency and engagement.

Employee participation in OHS management occurs through various channels and mechanisms, such as:

- Internal Commission for Accident Prevention (CIPA), composed of elected and appointed representatives, with regular meetings focused on risk analysis and improvement proposals;
- Daily Safety Dialogues (DDS), conducted before the start of operations, promoting active listening and safety-related discussions;
- Suggestion programs and confidential drop boxes placed in strategic locations to increase access to the OHS team;
- Working groups and multidisciplinary committees focused on critical topics and safety projects, involving operators, technicians, and leadership;
- Direct participation in incident investigations, collecting information from involved employees or witnesses, facilitating cause identification and the definition of preventive measures.

In addition, BYD Brazil ensures that all professionals under its responsibility have clear and up-to-date access to relevant health and safety information through:

- Informational boards and safety signage in operational areas;
- Internal digital platforms and corporate apps with announcements, educational content, and official documents;
- Mandatory periodic training sessions, both in-person and online, tailored to the risks of each role;
- Onboarding programs for new employees and third parties, providing complete guidance on safety procedures and communication channels;
- Sharing of OHS performance reports, reinforcing the culture of prevention and transparency in labor relations.

This participatory approach ensures that workers not only comply with regulations but also act as key players in promoting a safer work environment, aligned with the company's OHS management system guidelines and its organizational culture.

Internal accident prevention commission (CIPA

BYD Brazil maintains formal OHS committees through the CIPA, in accordance with Regulatory Standard NR-5. This structure is a pillar of the company's safety governance, reinforcing its commitment to accident prevention and the promotion of safe work environments.
The CIPA includes representatives from both the employer and employees. Employee representatives are elected through a direct and secret vote, guaranteeing representation for all directly hired staff. Employer representatives are appointed by the company's leadership. While third-party workers are not formal members of the commission, they are included in the preventive actions and campaigns promoted by BYD Brazil. Whenever relevant, representatives from contracted companies are invited to participate in CIPA meetings, particularly when addressing shared areas or activities.

CIPA's responsibilities include:

- Identifying workplace risks and proposing preventive and corrective measures;
- Supporting the implementation of OHS programs and actions;
- Analyzing accident and incident causes and contributing to investigations;
- Promoting educational and awareness campaigns related to health and safety;
- Collaborating on the development and monitoring of tools such as the Risk Management Program (PGR) and the Occupational Health Medical Control Program (PCMSO).

CIPA holds monthly meetings with formally recorded minutes and participation from the OHS team. Extraordinary meetings are scheduled as needed, such as in response to serious accidents, process changes, or external audits. Although consultative, CIPA plays a significant role in influencing corporate OHS decisions. Its recommendations are treated as important technical and operational inputs and receive formal responses from the company's management.

All directly hired employees are represented by CIPA. Third-party workers, although not formal members, actively participate in OHS initiatives, including training, campaigns, safety dialogues, and other feedback mechanisms. This approach ensures that everyone under the company's management is engaged in health and safety promotion and risk prevention processes.

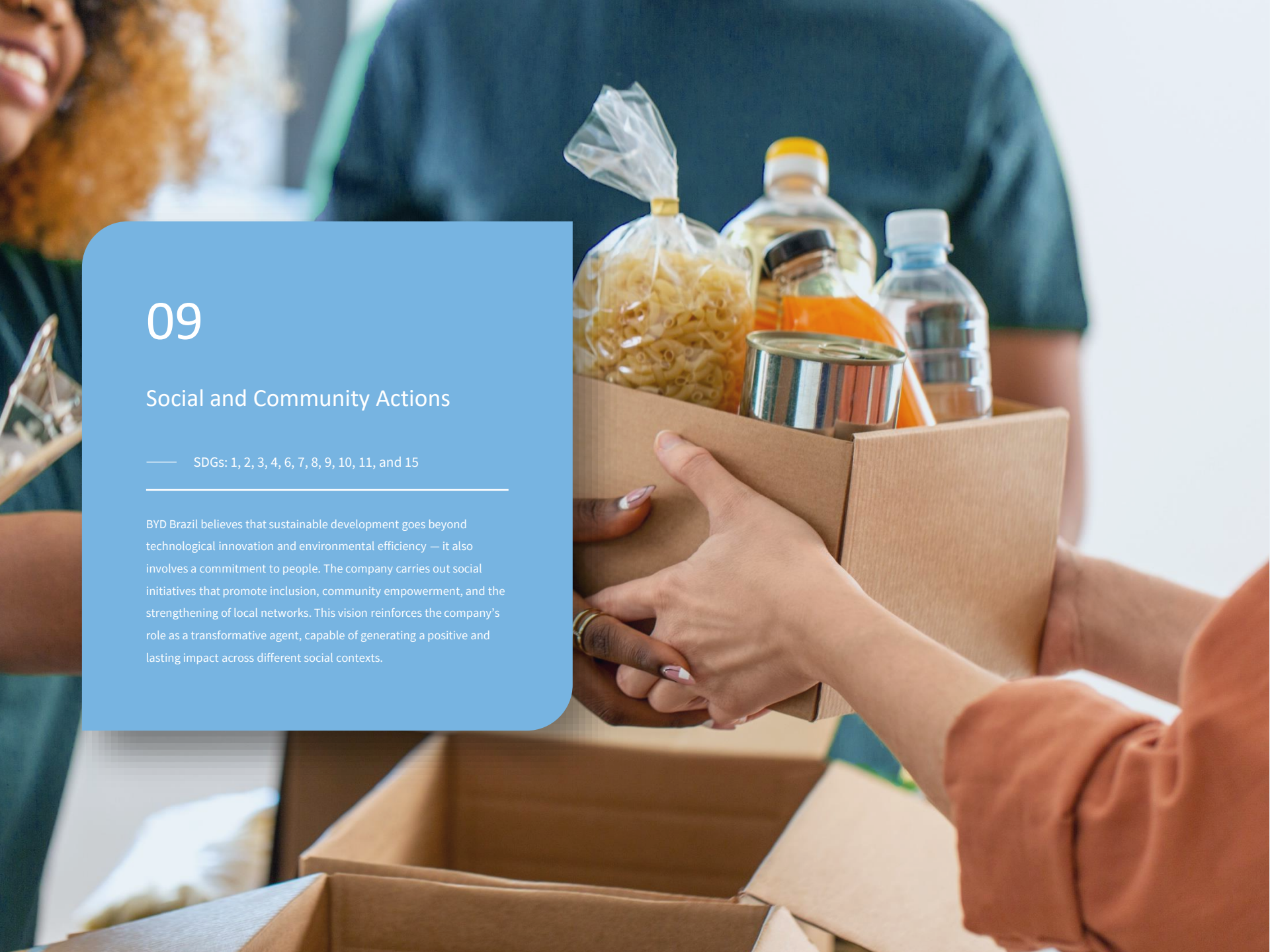
Protection against retaliation and right to refuse unsafe work

BYD Brazil maintains a formal commitment to a just safety culture, as stated in its Code of Conduct, which guarantees that no employee may be penalized for reporting risks, incidents, or suggesting improvements. Any reports of retaliation are handled rigorously by Human Resources in partnership with the OHS Management System, and may be submitted confidentially or anonymously.

The company recognizes and formally communicates the Right to Refuse Unsafe Work, allowing employees to withdraw from any task they perceive as posing an imminent and serious risk to their health or safety. This right is embedded in internal OHS procedures, in compliance with NR-1, and is reinforced through training, onboarding, and educational campaigns.

The procedure for exercising the right to refuse work includes:

- Immediate interruption of the activity by the worker upon identifying a risk;
- Notification to the immediate supervisor and the OHS team;
- Technical evaluation of the situation by the Safety team;
- Resumption of the activity only after the risk has been eliminated or properly controlled.



09

Social and Community Actions

SDGs: 1, 2, 3, 4, 6, 7, 8, 9, 10, 11, and 15

BYD Brazil believes that sustainable development goes beyond technological innovation and environmental efficiency — it also involves a commitment to people. The company carries out social initiatives that promote inclusion, community empowerment, and the strengthening of local networks. This vision reinforces the company's role as a transformative agent, capable of generating a positive and lasting impact across different social contexts.

9.1 COMMUNITY ENGAGEMENT

GRI 203-1; 203-2

BYD Brazil's production and business operations have generated significant positive impacts in the communities where it operates. The company actively fosters job creation in areas such as Research & Development, Manufacturing, and Sales. It also invests in professional training programs to improve employability, contributing to the local population's quality of life. Additionally, BYD Brazil builds productive teams in its factories worldwide, expanding access to high-quality employment opportunities. Technical training programs are also implemented to develop the professional skills of employees, directly supporting the economic and social advancement of the regions where the company operates.

9.2 SOCIAL INITIATIVES

"Rebuilding dreams" campaign

In response to the severe crisis that impacted the state of Rio Grande do Sul in 2024, BYD Brazil launched the "Rebuilding Dreams" campaign to show solidarity with the affected communities. Leveraging its network of dealerships and business units across Brazil, the initiative aimed to collect non-perishable food to support families facing hardship during this state of emergency. The campaign reinforced BYD Brazil's commitment to social responsibility and collective action in times of crisis.

The campaign adopted a simple and effective approach: for every food item donated by employees, customers, or partners, BYD Brazil matched the donation, effectively doubling the impact. Donations were received directly at BYD dealerships and business units nationwide, which were responsible for proper storage of the collected items.

The collection and transportation process was structured and transparent. At the end of each week, dealerships and business units reported the number of donations received, and BYD Brazil provided an equivalent matching donation. Deliveries were carried out by the company's own teams, with logistical support from Correios (the Brazilian postal service). BYD Brazil also covered the logistical costs, either through media compensation agreements or direct payments to partner logistics providers.

"Rebuilding Dreams" Campaign

Provision of BYD Dolphin fleet to police and fire department in Rio Grande do Sul

BYD Brazil provided nine units of the electric BYD Dolphin model to support the work of the police and fire department of Rio Grande do Sul during the 2024 floods in the state.

In addition to serving as a power source, one of the vehicles was used for five consecutive days to provide communication, lighting, and cellphone charging. The distribution was as follows: eight units were allocated to the military police and one to the fire department. In the case of the police, the electric cars were used at control checkpoints and at one of the fire department's rescue bases. The vehicle assigned to the firefighters has been used to maintain lighting at the building that houses the search and rescue base in Porto Alegre (RS).

BYD Dolphin

Donation of 100 Chargers to the State of Goiás.

BYD Wallbox Charger

In 2024, BYD Brazil donated 100 Wallbox electric chargers to the state of Goiás, reinforcing its commitment to developing electromobility infrastructure in Brazil. This donation represents the largest investment in EV charging infrastructure ever made in the state and aligns with BYD's ongoing efforts to expand access to clean and sustainable mobility nationwide.

The chargers were installed across 26 strategic municipalities in Goiás, including Goiânia, Anápolis, Aparecida de Goiânia, Rio Verde, Itumbiara, Catalão, Águas Lindas de Goiás, among others. This initiative directly supports the State Fuel Policy, which encourages the adoption of electric, biofuel, and hybrid vehicles, including the gradual replacement of the government and public transportation fleets with sustainable solutions by 2026.

This effort strengthens BYD's strategy to lead the electrification of the automotive sector in the Midwest region, not only by expanding charging infrastructure but also by fostering urban mobility modernization and strengthening the local industry. Increasing the availability of chargers enables the growth of the electric vehicle fleet and supports the competitiveness of manufacturers operating in Goiás, contributing to local job creation and income generation.

100% Electric Vehicles with special conditions for people with disabilities (PWD)

BYD Brazil became the first automaker in the country to offer 100% electric vehicles under special conditions for people with disabilities (PWD). The initiative includes tax exemptions and exclusive discounts for the Dolphin Mini lineup, reaffirming the company's commitment to inclusion and accessible clean technology for all.

With this offer, the Dolphin Mini becomes part of the accessible EV segment for the PWD community, contributing to the wider adoption of electromobility in Brazil. This measure makes sustainable mobility even more inclusive and strengthens BYD's position as a company committed to accessible innovation.

As part of the offer, BYD Brazil also provides a free Wallbox charger to customers participating in the program, enhancing the user experience by enabling home charging convenience. This action represents a milestone for Brazil's automotive sector and consolidates BYD's leadership in technology, sustainability, and social responsibility.

Women's entrepreneurship support program in Brazil

In 2024, BYD Brazil, in partnership with the City of Campinas and the Women's Support and Reference Center, organized six women's entrepreneurship fairs. These events provided a platform for local women entrepreneurs to showcase and sell handcrafted products and food to BYD employees in Campinas (SP). The initiative created new business opportunities, expanded market channels, and strengthened the financial autonomy of participants. It also stimulated the local economy and supported the growth of micro and small businesses, reaffirming BYD Brazil's commitment to community development and women's economic empowerment.

"Plant with BYD" campaign

BYD Brazil launched the "Plant with BYD" campaign to raise environmental awareness and engage the public in sustainability efforts. The initiative encouraged consumers to plant a tree and share the moment on social media, highlighting how simple actions can contribute to building greener and healthier cities. The campaign emphasized the role of individuals in environmental preservation and fostered dialogue about the positive impact of urban reforestation.

As an incentive, participants had the chance to win a brand-new BYD Dolphin Mini electric vehicle. To enter, participants were required to post a video of their tree planting on Instagram, use the hashtag #PlanteComBYD, tag @bydautobrasil, and follow the company's official page. This initiative reinforced BYD Brazil's commitment to sustainable development and mobilizing society around environmental causes.

10. GRI CONTENT INDEX

Statement of use

BYD do Brasil Ltda reported the information cited in this GRI content index summary for the period from 01/01/2024 to 12/31/2024 based on the GRI Standards.
GRI 1 Used: GRI 1 – Foundation 2021.

		GRI Standard – Content	Location/Response	Omission Requirement and Explanation
GRI 2: General disclosures 2021	**The organization and its reporting practices**			
	2-1	Organization details	**P. 25**	
	2-2	Entities included in the organization's sustainability reporting	**P. 5**	
	2-3	Reporting period, frequency, and point of contact	**P. 5**	Item b: BYD Brazil does not issue financial statements
	2-4	Restatements of information	**P. 5**	
	2-5	External assurance	The report did not undergo external assurance	
	Activities and Workers			
	2-6	Activities, value chain, and other business relationships	P. 25, 40	
	2-7	Employees	P. 68, 69	
	2-8	Workers who are not employees		BYD Brazil does not disclose the number of third parties
	Governance			
	2-9	Governance structure and composition	P. 32	
	2-10	Nomination and selection of the highest governance body	P. 33	
	2-11	Chair of the highest governance body	P. 32	
	2-12	Role of the highest governance body in overseeing the management of impacts	P. 32	
	2-13	Delegation of responsibility for managing impacts	P. 33	
	2-14	Role of the highest governance body in sustainability reporting	P. 6	
	2-15	Conflicts of interest	P. 34	
	2-16	Communication of critical concerns	P. 32	
	2-17	Collective knowledge of the highest governance body	P. 35	
	2-18	Evaluation of the performance of the highest governance body	Confidential information	
	2-19	Remuneration policies	P. 71	
	2-20	Process to determine remuneration	P. 71	
	2-21	Ratio of remuneration	Confidential information	

		GRI Standard – Content	Location/Response	Omission Requirement and Explanation
GRI 2: General disclosures 2021	Strategies, Policies and Practices			
	2-22	Statement on sustainable development strategy	P. 7	
	2-23	Policy commitments	P. 35	
	2-24	Embedding policy commitments	P. 35	
	2-25	Processes to remediate negative impacts	P. 36	
	2-26	Mechanisms for seeking advice and raising concerns	P. 36	
	2-27	Compliance with laws and regulations	Confidential Information	
	2-28	Membership associations	P. 30	
	2-29	Approach to stakeholder engagement – Communities/society	P. 29	
	2-30	Collective bargaining agreements	P. 72	
GRI 3: Material topics 2021	3-1	Process to determine material topics	P. 6	
	3-2	List of material topics	P. 6	
	3-3	Management of material topics	P. 6	
GRI 3: Material topics 2021	Material Topic	Business Ethics and Integrity	P. 35, 36	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	P. 38	There is no structured process for corruption risk assessment yet
	205-2	Communication and training about anti-corruption policies and procedures	P. 38	
	205-3	Confirmed incidents of corruption and actions taken	P. 38	
GRI 206: Anti-competitive behavior 2016	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Confidential Information	
GRI 207: Taxes (2019)	207-1	Approach to taxation	Confidential Information	
	207-2	Governance, control, and management of tax risks	Confidential Information	
GRI 3: Material topics 2021	Material Topic	Response to Climate Change	P. 20	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	P. 64	
	301-2	Recycled input materials used	P. 64	
	301-3	Reclaimed products and their packaging	Confidential Information	

		GRI Standard – Content	Location/Response	Omission Requirement and Explanation
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	P. 61	
	305-2	Energy indirect (Scope 2) GHG emissions	P. 61	
	305-3	Other indirect (Scope 3) GHG emissions	P. 61	
	305-4	GHG emissions intensity	P. 61	
	305-5	Reduction of GHG emissions		BYD Brazil has initiatives in place but does not yet have quantitative data for reporting
	305-6	Emissions of ozone-depleting substances (ODS)	BYD has no processes or services that result in the production, import, or export of substances that deplete the ozone layer (ODS), including CFC-11 (trichlorofluoromethane) or its equivalents. Therefore, there is no release of these substances in our operations, according to the established parameters for ODS emissions calculation.	
	305-7	Significant NOx, SOx, and other air emissions	P. 61	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	P. 62	Item D: No energy sold
	302-2	Energy consumption outside the organization		BYD Brazil informs that it does not consume fossil fuels from non-renewable sources at its facilities. Therefore, the total consumption for this item is zero (0 joules). All outsourced operations use energy sources that are not under the organization's direct operational control or are exclusively from renewable sources. Likewise, there is no consumption of fossil fuels from non-renewable sources outside the company's facilities, which also results in zero (0 joules) for this indicator.
	302-3	Energy intensity	P. 62	
	302-4	Reduction of energy consumption		In the reporting period, it was not yet possible to accurately measure data related to the reduction of energy consumption obtained directly through energy efficiency and conservation initiatives. BYD already has valid energy efficiency programs in place and plans to implement new actions in the field. With the full operationalization of these programs, it will be possible to consolidate and monitor energy economy data in line with the company's defined management criteria.
	302-5	Reductions in energy requirements of products and services		Regarding reductions in energy requirements of marketed products and services, we inform that, so far, it is not yet possible to quantify these reductions in joules or their multiples. However, BYD Brazil has been incorporating energy efficiency criteria in the development of its products and services, and new initiatives are being analyzed for future implementation. As these actions advance, the company aims to establish appropriate measurement mechanisms to report these data in a structured way in subsequent reporting cycles.

		GRI Standard – Content	Location/Response	Omission Requirement and Explanation
GRI 3: Material topics 2021	Material Topic	Nature and Biodiversity	P. 58	
GRI 303: Water and rffluents	303-1	Interactions with water as a shared resource	P. 66	
	303-2	Management of water discharge-related impacts	P. 66	
	303-3	Water withdrawal	P. 66	
	303-4	Water withdrawal	P. 66	
	303-5	Water consumption	P. 66	
GRI 304: Biodiversity 2016	304-1	Operational sites in or adjacent to protected areas	P. 58, 59	
	304-2	Significant impacts on biodiversity	P. 58, 59	
	304-3	Protected or restored habitats	Not applicable	
	304-4	Species on the IUCN Red List and national conservation lists with habitats affected by operations	Not applicable	
GRI 3: Material topics 2021	Material Topic	Waste Management / Circular Economy	P. 63	
GRI 306: Waste 2020	306-1	Waste generation and significant impacts	P. 63	
	306-2	Management of significant waste-related impacts	P. 63	
	306-3	Waste generated	P. 63	
	306-4	Waste diverted from final disposal	P. 63	
	306-5	Waste directed to final disposal	P. 63	
GRI 3: Material topics 2021	Material Topic	Labor Rights	P. 37	
GRI 3: Material topics 2021	Material Topic	Occupational Health and Safety	P. 76, 79	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	P. 72	Item B - Confidential Information
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	P. 72	
	401-3	Parental leave	Confidential Information	
GRI 403: Occupational health and safety 2018	403-1	Occupational health and safety management system	P. 76	
	403-2	Hazard identification, risk assessment, and incident investigation	P. 79	
	403-3	Occupational health services	P. 77	
	403-4	Worker participation, consultation, and communication on occupational health and safety	P. 81	

		GRI Standard – Content	Location/Response	Omission Requirement and Explanation
GRI 403: Occupational health and safety 2018	403-5	Occupational health and safety training for workers	P. 82	
	403-6	Promotion of worker health	P. 76	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	P. 81	
	403-8	Workers covered by an occupational health and safety management system	P. 68	
	403-9	Work-related injuries	P. 80	Item B: No work-related fatalities or serious and reportable injuries were identified
	403-10	Work-related ill health	P. 77	
GRI 3: Material topics 2021	Material Topic	Talent Management	P. 72, 74	
GRI 404: Training and education 2016	404-1	Average hours of training per year per employee	P. 74	Item a.ii: Information not available
	404-2	Programs for upgrading employee skills and transition assistance programs		BYD Brazil does not currently have this initiative
	404-3	Percentage of employees receiving regular performance and career development reviews	P. 74	Item A.ii: Information not available by job category
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	P. 70	
	405-2	Ratio of basic salary and remuneration of women to men	Confidential Information	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Confidential Information	
GRI 3: Material topics 2021	Material Topic	Community Engagement	P. 53	
GRI 3: Material topics 2021	Material Topic	Responsible Supply Chain	P. 40	
GRI 3: Material topics 2021	Material Topic	Responsible Supply Chain	P. 29	
GRI 407: Freedom of association and collective bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	P. 40	
GRI 408: Child labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	P. 40	

	GRI Standard – Content		Location/Response	Omission Requirement and Explanation
GRI 409: Forced or compulsory labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	P. 40	
GRI 413: Local communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	P. 53	
	413-2	Operations with significant actual and potential negative impacts on local communities	P. 53	
GRI 203: Indirect economic impacts 2016	203-1	Infrastructure investments and services supported	P. 53, 84	
	203-2	Significant indirect economic impacts	P. 53, 84	
GRI 415: Public policy 2016	415-1	Political contributions	P. 30	
GRI 3: Material topics 2021	Material Topic	**Product Responsibility**	P. 21, 42, 53	
GRI 416: Consumer health and safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	P. 21	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Confidential information	
GRI 3: Material topics 2021	Material Topic	**Customer Privacy and Protection**	P. 39	
GRI 418: Customer privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	P. 39	
GRI 3: Material topics 2021	Material Topic	**Innovation and Research & Development**	P. 47	
GRI 3: Material topics 2021	Material Topic	**Corporate and Sustainability Governance**	P. 34	

Credits

The ESG department is responsible for planning and preparing BYD Brazil's Sustainability Report. With support from various business areas, the content is published after going through a review and validation process.

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