



BYD Sustainability Report

BRAZIL - 2025



BYD is from Brazil

Made by brazilians for brazilians



Sustainability Report 2025

THIS DOCUMENT
INCLUDES INTERACTIVE
NAVIGATION ELEMENTS.



MESSAGE FROM THE PRESIDENT

PRESENTATION

About this report	07
Materiality.	08
Global sustainable development strategies and targets	10
2025 Highlights	12

ABOUT BYD

Green vision and mission	16
Mission, vision, and core values	17
Countries where BYD operates	18
Businesses	19
Research and development	20
Sustainability performance worldwide	23
Climate change response	24
Global sustainable development impact	26
Product responsibility	27

BYD IN BRAZIL

About BYD in Brazil	33
National presence	33
History of BYD in Brazil	34
United Nations Global Compact Membership	35
BYD ESG Leadership Award	36
Stakeholders	37
Government relations	38
Participation in industry associations	38

GOVERNANCE OF BYD IN BRAZIL

Governance structure	40
Compliance	41
Supplier relationships	47

BYD AUTO

TECHNOLOGY FOR A GREEN FUTURE

Models	52
Exclusive technologies.	58
BYD in Brazil facility in Camaçari, Bahia BYD is from Brazil	59
Automotive after-sales services	61
Partnerships.	62

MORE SUSTAINABLE SOLUTIONS

Clean energy solutions	65
Urban mobility	68
Green logistics.	70

ENVIRONMENTAL MANAGEMENT

Environmental management.	73
Energy	76
Waste management	78
Water management	83
Wastewater management	84

EMPLOYEES

Employee profile	86
Talent management and retention	90
Performance management	94
Training	95
Occupational health and safety	98

SOCIAL AND COMMUNITY INITIATIVES

Community engagement	106
Social initiatives	109

GRI CONTENT INDEX



Message from the President

_ GRI 2-22



| Tyler Li - President, BYD do Brasil

Throughout 2025, we made consistent progress in consolidating BYD in Brazil as one of the leading drivers of transformation in mobility and energy across the country.

BYD Auto became the main growth engine of our operations, driven by strong acceptance in the Brazilian market, the expansion of our commercial presence, and the start of domestic production of electrified vehicles. In October, the inauguration of the Camaçari Industrial Complex in Bahia — BYD's largest factory outside Asia and South America's first electrified vehicle manufacturing facility — effectively marked the beginning of vehicle production, consolidating a new chapter in our trajectory in Brazil. More than an industrial investment, the plant reflects a long-term vision for the development of Brazil and Latin America by enabling local production, technological advancement, and the strengthening of the supply chain, while encouraging the integration of suppliers into the productive ecosystem. The choice of the Northeast region reinforces its strategic role in the future of Brazil's automotive industry, contributing to economic development, the creation of high-value jobs, and the

decentralization of technological innovation.

BYD stands out for offering a 100% electrified portfolio, composed exclusively of electric and hybrid vehicles, directly contributing to emissions reduction. We closed 2025 among the five largest automotive brands in the Brazilian market, achieving significant growth in market share and performance, helping transform the dynamics of the automotive sector in Brazil. This progress is aligned with the company's global positioning as the world leader in New Energy Vehicle (NEV) sales for four consecutive years and one of the largest automotive groups worldwide.

In 2025, BYD surpassed the milestone of 200,000 vehicles on Brazilian roads. Globally, the company exceeded 4.6 million New Energy Vehicles (NEVs) sold. This global fleet resulted in the reduction of approximately 46.6 million tons of CO₂ emissions in 2025, equivalent to planting around 780 million trees¹. Through these achievements, the brand further strengthens its role as a leader in the global energy transition, advancing its mission vision to help cool the Earth by 1°C.



The inauguration of the Camaçari Industrial Complex in Bahia — BYD's largest factory outside Asia and South America's first electrified vehicle manufacturing facility — effectively marked the beginning of vehicle production, consolidating a new chapter in our trajectory in Brazil.

¹ The data is based on measurable statistics, with the accounting scope covering both the energy production phase and vehicle use phase of NEVs, compared to traditional fuel vehicles.



Our activities extend far beyond the automotive sector. Through solutions in clean energy, electrified public transportation, energy storage, and charging infrastructure, BYD is not merely selling vehicles but investing in the development of solutions tailored to the Brazilian reality. One example is the plug-in hybrid flex technology, developed through collaboration between Brazilian and Chinese engineers, combining electrification and biofuels in an innovation with significant global application potential.

With more than ten years of operations in Brazil, manufacturing facilities for photovoltaic modules and electric bus chassis in Campinas (São Paulo), batteries in Manaus (Amazonas), and electrified vehicles in Camaçari (Bahia), BYD in Brazil also operates in energy storage systems, rail transportation solutions, and material handling equipment. We expanded our presence through electrified buses and trucks, contributing to emissions reduction and improved urban mobility. The growing electric bus fleet across the country demonstrates this progress and reinforces BYD in Brazil's role in transforming public transportation.

Beyond market results, our performance reflects a commitment to society. BYD understands its role as an agent of transformation, contributing to economic development, the creation of opportunities, and the construction of a more sustainable future. With a global workforce exceeding 800,000 people, the company promotes human development and seeks to generate positive impacts wherever it operates. We believe that companies that actively embrace their social responsibilities are more resilient, innovative, and better prepared for the future.

The ESG agenda remains at the core of our operations. Our industrial presence across different regions contributes to the development of an integrated sustainable energy and mobility ecosystem, guided by innovation and expanding our ability to develop solutions that improve air quality and advance global carbon neutrality goals. We maintained our adherence to the United Nations Global Compact, reinforcing our support for its Ten Principles, and strengthened our relationship with local communities by supporting educational and social initiatives focused on transformation.

Looking ahead to 2026, we remain committed to our ambitious plans: expanding production and continuing to increase our market presence. Decarbonization is a structural commitment of BYD and lies at the center of the company's global purpose: actively contributing to reducing the Earth's temperature by 1°C. This goal reflects the company's ambition and leadership in the global energy transition, reinforcing that BYD seeks not only to lead markets but also to serve as a benchmark for sustainable innovation and environmental best practices worldwide.

Our commitment is clear: to use green technology and innovation to promote the well-being of future generations and support the sustainable development of the planet. At BYD, we celebrate every step toward a more technological, cleaner, and more sustainable future. BYD is increasingly a Brazilian company and will continue working for Brazil.

Tyler Li
President, BYD do Brasil



Presentation

Recognized globally for its leadership in electrified mobility, clean energy, and sustainable innovation, BYD presents in this Sustainability Report an overview of the advances that marked its operations in Brazil throughout 2025. More than a record of results, this document reflects the company's evolution in the country, highlighting its alignment with global guidelines and its commitment to transforming the energy and mobility sectors. Structured based on international indicators and responsible practices, the report brings together achievements, challenges, and initiatives that reinforce BYD's role in Brazil as a key driver in building a cleaner, more efficient, and sustainable future.

IN THIS SECTION:

- 07 ABOUT THIS REPORT
- 08 MATERIALITY
- 10 SUSTAINABILITY STRATEGY AND GOALS
- 12 2025 HIGHLIGHTS





About this report

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

The 2025 Sustainability Report of BYD in Brazil reflects the company's commitment to promoting responsible and sustainable practices across all its operations. The company's businesses are focused on the development and use of clean energy solutions, aligned with BYD's global strategy to support the energy transition.

This is an annual report covering the period from January 1, 2025, to December 31, 2025. The publication follows the guidelines and indicators of the Global Reporting Initiative (GRI) and was validated by BYD headquarters' ESG Department in China.

The report includes the following organizations: BYD do Brasil Ltda and its branches; BYD Energy do Brasil Ltda; BYD Indústria de Baterias Ltda; Consórcio BYD SkyRail São Paulo; and BYD Auto do Brasil Ltda. The operational unit of BYD Auto do Brasil in Camaçari, Bahia, which began operations in October 2025, does not yet have all data fully consolidated due to its short operating period. Nevertheless, as part of its commitment to transparency, the company has compiled and disclosed all information currently available, reflecting its ongoing efforts to strengthen reporting practices and continuously improve data quality.

The term "other operational units" refers to the following operations: the Photovoltaic Module Plant in Campinas, São Paulo; the Electric Bus Chassis Plant in Campinas, São Paulo; the Solar Kit Plant in Campinas, São Paulo; the Battery Plant in Manaus, Amazonas; Consórcio BYD SkyRail São Paulo (Line 17) in São Paulo, São Paulo; the Business Office in Rio de



BYD Facility in Camaçari (BA)

Janeiro, Rio de Janeiro; the Business Office in Vitória, Espírito Santo; the Distribution Center in Cariacica, Espírito Santo; and the Distribution Center in São José dos Pinhais, Paraná.

Throughout this publication, the company presents initiatives aimed at reducing its carbon footprint, promoting clean technologies, and developing innovative solutions. These actions contribute to generating long-term value for employees, customers, partners, and communities.

This report presents initiatives, actions, and performance indicators related both to BYD globally and to BYD in Brazil. In this document, "BYD" refers to BYD Company Limited and its global subsidiaries, while "BYD in Brazil" refers to the group's companies operating in Brazil. To ensure greater clarity, these references are differentiated throughout the report. This approach reinforces the alignment of BYD's operations in Brazil with the organization's global guidelines. This document also includes references to the BYD Sustainability Report, available at [global website](#). +

The BYD Sustainability Report has been prepared in accordance with the reporting principles established by the HKEX ESG Reporting Code, ensuring the quality, transparency, and relevance of the information disclosed. Materiality guides the selection of priority topics, focusing on issues that may generate significant impacts for stakeholders and the company's business. The quantitative approach is applied through the presentation of key performance indicators, supported by criteria, methodologies, assumptions, and calculation tools that enable the assessment and verification of results. The principles of balance and consistency ensure, respectively, the impartial presentation of information based on reliable sources and the comparability of data over time.

In addition, the global report also considers the principles of the GRI Standards, reinforcing essential attributes such as accuracy, clarity, comparability, and completeness of information. Data are presented in an accessible and understandable manner, reflecting both the positive and negative impacts of the organization in a balanced way and placing them within

the broader context of sustainable development. The publication follows a regular reporting cycle, ensuring the timeliness of information, while verifiability is supported by structured processes for data collection, recording, consolidation, and analysis, enabling the validation of the quality and reliability of the reported content. Besides that, the global report is verified by a third party.

BYD in Brazil believes that this publication serves as a relevant source of information on the company's sustainable performance and on the strategies adopted to generate positive impact. The report reaffirms the organization's commitment to leading the transformation of mobility and energy, with a focus on efficiency, innovation, and social and environmental responsibility.

QUESTIONS OR COMMENTS REGARDING THIS REPORT MAY BE DIRECTED TO: VENDAS@BYD.COM



Materiality

_ GRI 2-14; 3-1 e 3-2

Between February and March 2026, BYD in Brazil conducted its materiality assessment process to identify and prioritize the environmental, social, and governance (ESG) topics most relevant to the company and its stakeholders, in alignment with the Global Reporting Initiative (GRI Standards 2021). The process was designed to reflect the business's key impacts, risks, and opportunities, while supporting decision-making and the preparation of the 2025 Sustainability Report.

THE PROCESS WAS CARRIED OUT THROUGH THE FOLLOWING STAGES:

1

DEFINITION OF THE UNIVERSE OF TOPICS

A list of 21 ESG topics was developed and organized into the environmental, social, and governance pillars. The selection considered:

- International reporting standards, including the Global Reporting Initiative (GRI), International Financial Reporting Standards (IFRS S1/S2), and Sustainability Accounting Standards Board (SASB);
- Sector benchmarking;
- The characteristics of BYD's business model in Brazil.

2

STAKEHOLDER CONSULTATION

The prioritization of topics was conducted through a structured questionnaire applied to both internal and external stakeholders. The survey assessed the perceived relevance of each topic using a scale from 1 (least important) to 7 (most important), without allowing repeated scores within each thematic block, thereby encouraging effective prioritization.

Responses were treated confidentially and analyzed on an aggregated basis.

3

CONSOLIDATION AND ANALYSIS OF RESULTS

The results were consolidated considering:

- The relevance assigned by stakeholders;
- The company's internal perspective;
- The relationship of each topic to business risks, opportunities, and impacts.

This analysis supported the development of the materiality matrix, which served as the basis for defining strategic priorities and structuring the report.

The validation of the material topics and the report content involved the participation of the Executive Board and leadership teams of BYD in Brazil. Final approval of the reported information, including the material topics, is carried out by the company's ESG managers and President. Based on this process, the material topics were defined as those that reflect the organization's most significant impacts on the economy, the environment, and society, as well as those that substantially influence stakeholders' decisions.

THE MAIN MATERIAL TOPICS IDENTIFIED WERE:



GOVERNANCE

- Business ethics and integrity;
- Corporate governance;
- Sustainability governance (ESG);
- ESG risk management and compliance;
- ESG transparency and reporting;
- Customer privacy and data protection;
- Innovation and technology governance.



SOCIAL

- Occupational health and safety;
- Labor rights;
- Diversity, equity, and inclusion;
- Product and service responsibility;
- Stakeholder engagement and relationships;
- Talent management;
- Community engagement.



ENVIRONMENTAL

- Climate change response;
- Waste management and circular economy;
- Nature and biodiversity;
- Innovation and research & development for sustainability;
- Natural resource efficiency;
- Environmentally responsible supply chain;
- Environmental compliance.

Among the topics assessed, those identified as most relevant were business ethics and integrity, environmental compliance, ESG risk management and compliance, labor rights, and product and service responsibility, highlighting the central role of governance, regulatory compliance, and trust in BYD's operations in Brazil.



Materiality matrix



- 1 - Business Ethics and Integrity
- 2 - Environmental Compliance
- 3 - Labor Rights
- 4 - ESG Risk Management and Compliance
- 5 - Product and Service Responsibility
- 6 - Innovation and Research & Development for Sustainability
- 7 - Natural Resource Efficiency
- 8 - Innovation and Technology Governance
- 9 - Occupational Health and Safety
- 10 - Environmentally Responsible Supply Chain
- 11 - Corporate Governance
- 12 - Community Engagement
- 13 - Customer Privacy and Data Protection
- 14 - Stakeholder Engagement and Relationships
- 15 - Waste Management and Circular Economy
- 16 - Diversity, Equity and Inclusion
- 17 - Nature and Biodiversity
- 18 - Talent Management
- 19 - Climate Change Response
- 20 - Sustainability Governance (ESG)



Global sustainable development strategies and targets

Guided by the brand vision of helping cool the Earth by 1°C, BYD has systematically identified seven key stakeholder groups, including customers, employees, shareholders, suppliers, distributors and partners, governments and industry associations, as well as the media and the general public. Through the Double Materiality Assessment methodology, the company conducted an in-depth analysis of the sustainable development expectations of these stakeholders. Combined with BYD's material sustainability topics, this process supported the development of the DREAMS sustainability strategy.

During the reporting period, clear short-, medium-, and long-term quantitative goals were established across six core dimensions, supported by defined implementation pathways and specific action plans. At the same time, a performance indicator management system was implemented. These goals were cascaded across business units, ensuring the effective implementation and continuous improvement of the sustainability strategy through regular monitoring and evaluation.





DECARBONIZATION

Strive to achieve **carbon neutrality** across the **whole value** chain by 2045

Reduce the carbon emission intensity in the Group's own operations by **50%** by 2030 compared with 2023

Strive to use **100%** recycled/ recyclable packaging materials

Ensure **100%** compliance of the waste emissions

We are committed to reducing carbon emissions through new energy vehicles and renewable energy technologies to contribute to the global carbon neutrality goal. 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 operations, production energy conservation and carbon reduction to reduce resource consumption and pollutant emissions, aiming to build a greener and lower-carbon future.



REVOLUTION

100% of factories are certified to ISO 9001 or IATF 16949 certification

Continuously update and iterate to keep the company's technologies and products in a leading position

The number of published and authorized patent applications increase steadily

Maintain a high proportion of R&D Investment

We adhere to technology innovation as the driving force, launch disruptive green technologies to improve the performance and safety of New Energy Vehicles (NEVs). Through innovative technologies, we provide users with a safer and more intelligent driving experience. We actively cooperate with global scientific research institutions and enterprises to promote the progress of global new energy technologies.



EQUITY

Performance evaluations cover **100%** of employees

By 2030, **100%** of employees receive ESG and human rights training

The number of occupational diseases **≤3**

No major safety production or casualty accidents occur

Committed to promoting inclusiveness within the enterprise and the supply chain, and providing employees with equal development opportunities. Through a comprehensive training system, enhance employees' skills and professional qualities to ensure that everyone can find their own stage.



ALLIANCE

By 2026, 2028, and 2030, the proportion of suppliers passing desktop assessments reach **60%**, **80%** and **90%**, respectively

By 2026, conduct on-site audits of **100%** suppliers in mainland China

Conduct a comprehensive analysis of environmental and human rights risks in the critical raw material supply chain and formulate appropriate measures for all critical raw material suppliers

Actively cooperate 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, ensure the sustainable procurement of raw materials and work together with all parties to build a greener and more sustainable ecosystem.



MORAL-INTEGRITY

Ensure at least **1** female director, and no less than **1/3** of independent directors

Ensure that each director receives ESG training every year

100% of new employees receive anti-corruption training every year

Always adhere to the business principles of integrity and uprightness to ensure compliant operations and the fulfillment of social responsibilities. Through transparent management and strict internal supervision, conduct enterprise operation and management practices with the highest ethical standards and actively communicate with stakeholders to ensure that our decisions and actions can meet social expectations.



SHARED-VALUE

The expected recall fulfillment rate remains at **100%** or above

By 2028, the number of registered company volunteers increases by **10%** compared to 2025

Establish a **RMB 3 billion** Education Philanthropy Fund to support the development of science and technology education in China

Committed to sharing development achievements with shareholders, customers, employees, and society at large: providing high-quality products and services to meet customer needs; continuously innovating and expanding business to create value for shareholders; providing a good environment and development opportunities to enhance employee satisfaction; supporting community development, educational philanthropy, and environmental protection to give back to society.



2025 highlights

GLOBAL BYD

- Stella Li, Executive Vice President of BYD, was named **World Car Person of the Year** by the World Car Awards;
- The **intelligent mid-to-large flagship MPV** BYD Xia was officially launched;
- BYD unveiled its **Integrated Vehicle Intelligence Strategy**, establishing the “God’s Eye” technology architecture;
- BYD launched the **Super e-Platform**, featuring megawatt ultra-fast charging technology for electric vehicles (EVs);
- The groundbreaking ceremony for BYD’s passenger vehicle manufacturing plant in Sihanoukville, **Cambodia**, was held;
- BYD officially **inaugurated its European headquarters in Budapest, Hungary**;
- The **first megawatt ultra-fast charging stations** jointly developed by BYD entered operation in Shenzhen;
- The **BYD Racing Circuit** was inaugurated in Zhengzhou;
- The special-edition **YANGWANG U9X** set a new global vehicle speed record, reaching **496.22 km/h**, and completed a lap in 6 minutes and 59.157 seconds;
- BYD participated in the **Japan Mobility Show 2025**, where it held the global debut of the BYD RACCO K-EV, developed specifically for the Japanese market;
- On December 18, BYD’s **15 millionth New Energy Vehicle (NEV)**, the DENZA N8L, rolled off the production line, marking the production of **10 million vehicles in just 13 months**.



BYD IN BRAZIL

- Ranked among the **Top 5** automotive brands in the Brazilian market in 2025;
- More than **50%** growth in market share;
- More than **100,000** electrified vehicles sold in Brazil in 2025;
- More than **200** dealerships operating across Brazil;
- Inauguration** of the Camaçari Industrial Complex in Bahia, the first electrified vehicle manufacturing facility in South America and BYD’s largest manufacturing site outside Asia;
- More than **10,000** vehicles produced within a short period following the start of operations in Camaçari, Bahia;
- More than **2,000** direct employees at the new facility;
- Initial production capacity of **150,000** vehicles per year.

About BYD

BYD was established on November 18, 1994, and is headquartered in Shenzhen, Guangdong Province. Its business spans four major industries: automobile, electronics, renewable energy, and rail transit. The company is among the Fortune 500 and is listed on both the Hong Kong and Shenzhen Stock Exchanges.

IN THIS SECTION:

- | | | | |
|----|----------------------------------|----|-------------------------|
| 16 | GREEN VISION AND MISSION | 24 | CLIMATE CHANGE RESPONSE |
| 17 | MISSION, VISION, AND CORE VALUES | 26 | GLOBAL SUSTAINABLE |
| 18 | COUNTRIES WHERE BYD OPERATES | | DEVELOPMENT IMPACT |
| 19 | BUSINESSES | 27 | PRODUCT RESPONSIBILITY |
| 20 | RESEARCH AND DEVELOPMENT | | |
| 23 | SUSTAINABILITY PERFORMANCE | | |
| | WORLDWIDE | | |





BYD’s mission is to deliver “Technological Innovations for a Better Life.” The company regards promoting the realization of the “Three Green Dreams,” continuously improving the global ecological environment, and benefiting all humanity as its most important social responsibility. BYD highly values technology and encourages innovation, taking it as the foundation of its competitiveness and the primary driver of its continuous development. “Excellence, Pragmatism, Passion, and Innovation” are the pillars of its corporate culture.

Global awards and recognition in 2025 (partial)

2025 "World Urban Car"
Champion - BYD SEAGULL
World Car Awards



2025 Fortune Global 500,
Rank 91
Fortune Magazine



2025 Kantar BrandZ Most Valuable
Global Automotive Brand, Rank 6
Kantar BrandZ



2025 Hurun China 500 Top 10
Hurun Research
Institute



2025 Top 100 Global
Influential Companies
TIME Magazine



2025 Best Practice Case
for Corporate Governance
of Listed Companies
China Association for
Public Companies



2025 National Product and
Service Quality Integrity
Commitment Enterprise
China Quality Inspection
Association



16th Tianma Award
for Investor Relations
Management of Listed
Companies
Securities Times



2025 China's Top 500
Private Manufacturing
Enterprises, Rank 3
All-China Federation of Industry
and Commerce



2025 COMPANY BEST
Annual Enterprise
AUTOBEST (Europe)



2025 Driver's Choice Award
"Most Favorite Brand"
Autotrader (UK)



Asia Automotive Award 2025
"Best Rapid Development
Network Award"
Grand Prix (Thailand)



ReclameAqui Consumer
Word-of-Mouth Award
ReclameAqui (Brazil)



Best Electric
Mobility Solution
Car and Driver (Spain)



Legend Award
2025 Global Excellence in
Sustainable Mobility Leadership
Xataka (Spain)





ESG GLOBAL RATINGS

MSCI ESG
Rating: AA



S&P Global
Corporate
Sustainability
Assessment
ESG Score: 60



Hang Seng Corporate
Sustainability
Benchmark Index



Ecovadis Silver
Medal: Passenger
Vehicle Plant in
Changzhou, Battery
Plant in Chuzhou,
Commercial Vehicle
Plant in Hangzhou



ESG GLOBAL HONORS

2025 Forbes China
ESG 50 List



2025 "Five-Star" Carbon
Management System
Evaluation Certificate for
Automobile Enterprises



2025 New Growth
ESG Innovation
Practice List



2025 Typical Case of
Biodiversity in Business



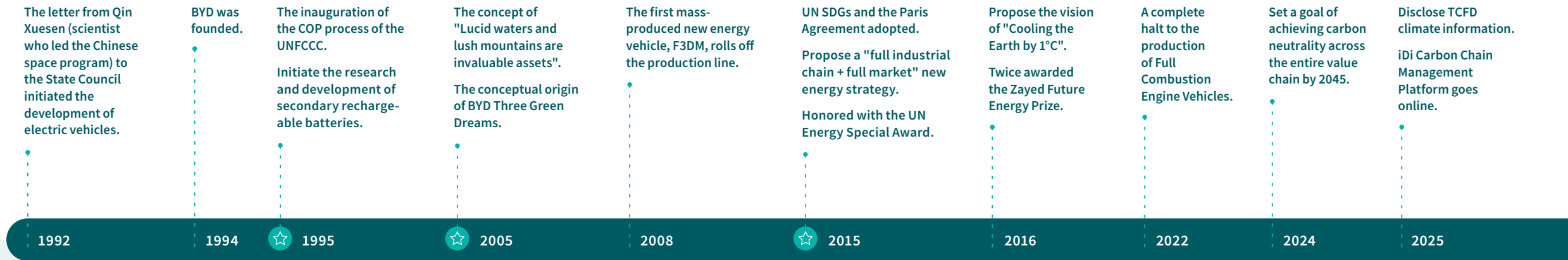
2025 Carbon Neutrality
Technology Solution
Collection Award





Green vision and mission

TIME LINE



Looking ahead to 2025, the year represents multiple sustainability milestones. Globally, 2025 marks the 10th anniversary of the adoption of the United Nations Sustainable Development Goals (SDGs) and the Paris Agreement (2015), as well as the 30th anniversary of the launch of the Conferences of the Parties (COP) under the United Nations Framework Convention on Climate Change (UNFCCC) (1995).

In BYD's history, 2025 marks the 10th anniversary of the company's New Energy and Full Industry Chain Strategy (the 7+4 Strategy), as well as the 10th anniversary of receiving the United Nations "UN Powering the Future We Want Award" for

the New Energy Industry (2015). It also marks the 20th anniversary of the conceptual origins of addressing clean energy through the "Three Green Dreams" — solar energy, wind energy, and electric vehicles (2005).

Tracing this vision even further back, the first significant step in transforming scientific insight into reality can be identified thirty years ago, when BYD began research into rechargeable secondary batteries in 1995. Subsequently, under the Electric Vehicle Major Industrial Technology Project of the National Key Technologies Research and Development Program of the Ninth Five-Year Plan (1996–2000), BYD participated in the sub-project

"Development of Retrofit Electric Vehicles," successfully developing nickel-based batteries for electric vehicles and adapting the first nickel-battery-powered electric vehicle.

Throughout these milestones, every stage of BYD's low-carbon transformation journey is clearly evident. Since its establishment on November 18, 1994, the company has embedded green principles into its DNA. Starting in the battery sector, BYD officially entered the automotive industry in 2003 and subsequently launched the F3DM in 2008, the world's first dual-mode electric vehicle that did not rely on dedicated charging stations, making a significant contribution to the

industrialization of Chinese New Energy Vehicles (NEVs).

Over this period, a comprehensive green business ecosystem gradually took shape, encompassing solar energy, energy storage stations, electric vehicles, and electrified rail transit. This ecosystem created a green, low-carbon closed loop spanning energy generation, storage, and application. In 2016, BYD introduced the "Cool the Earth by 1°C" vision. In 2022, the company completely ceased the production of internal combustion engine vehicles. In 2024, BYD established a clear carbon neutrality target and publicly announced its commitment to achieving carbon neutrality across the entire value chain by 2045.



Mission, vision, and core values



Mission

Technological
innovations for
a better life.



Vision

Cool the Earth
by 1°C.



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



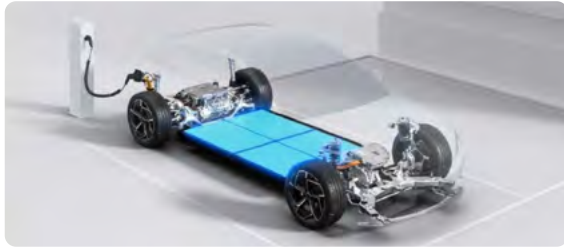
Countries where BYD operates

BYD is actively pursuing global market expansion, with established operations spanning the Asia-Pacific region, Europe, the Middle East and Africa (MEA), and the Americas.





Businesses



AUTOMOBILE

As the world's largest New Energy Vehicle (NEV) manufacturer, BYD has mastered the core technologies across the entire industrial chain, including batteries, motors, and electronic control systems. Evolving from a foundation of independent innovation to a model of comprehensive open innovation, the company continues to lead the accelerated transformation of electric mobility worldwide. Over the years, BYD has strengthened its growth trajectory through the development of technologies such as the Blade Battery, DM-i Super Hybrid technology, the Super e-Platform, the e⁴ Platform, the DiSus Intelligent Body Control System, the God's Eye driver assistance system, and ultra-fast charging solutions. In 2025, the company sold 4.6 million New Energy Vehicles, maintaining its position as the global sales leader in the segment. During the same period, overseas sales exceeded 1 million units, representing growth of 145% compared to the previous year. In January 2026 alone, approximately 210,000 vehicles were delivered. Today, BYD's New Energy Vehicles are present in more than 400 cities across over 100 countries and regions, expanding global access to low-carbon technologies and solutions.



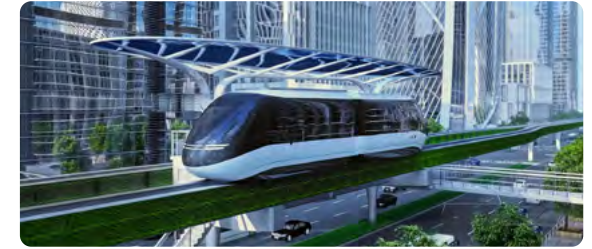
ELECTRONICS

BYD Electronic (International) Company Limited was spun off and listed on the Hong Kong Stock Exchange in 2007 and became a constituent of the Hang Seng TECH Index in 2024. The company has established itself as a global provider of innovative high-tech products. Leveraging capabilities in electronic information, artificial intelligence, 5G and IoT, thermal management, advanced materials, precision tooling, and digital manufacturing, BYD Electronics delivers integrated solutions to customers worldwide. Its portfolio serves a broad range of sectors, including smartphones, tablets, New Energy Vehicles, AIDC solutions, smart homes, gaming devices, drones, 3D printers, connected devices, robotics, and communications equipment.



RENEWABLE ENERGY

As a provider of integrated renewable energy solutions, BYD develops and manufactures batteries, solar energy products, and energy storage systems, building a complete value chain that spans energy generation, storage, and application. Its portfolio includes batteries for consumer electronics (3C products), power batteries, photovoltaic-storage integration solutions, and other energy technologies. This integrated approach enables the company to anticipate industry trends and maintain a leading market position. The Blade Battery, recognized for its high safety standards, long service life, and absence of nickel and cobalt, successfully passed the nail penetration test, widely regarded as the industry's most rigorous battery safety test, earning broad market recognition. Through this technology, BYD helped restore lithium iron phosphate (LFP) batteries to a leading position within the industry. Today, the company provides solar energy and energy storage solutions in markets including Germany, Japan, Switzerland, Canada, Australia, South Africa, and other developed and emerging countries.



RAIL TRANSIT

BYD expanded its business into rail transit by leveraging its integrated innovation capabilities to develop the SkyRail and SkyShuttle systems, both based on proprietary intellectual property, helping address technological gaps within the sector. In April 2021, the first municipal autonomous SkyShuttle demonstration line was inaugurated in Chongqing, marking the beginning of its commercial application. In December 2022, a new line was launched in Pingshan, Shenzhen, further expanding the pilot program. In May 2023, the first tourism-oriented line entered operation in Changsha, becoming a benchmark for sector modernization. In August 2024, the first demonstration line in Xi'an was inaugurated, consolidating the low-capacity transit model. In 2025, the system's first circular route commenced operation in the Jinan Innovation Zone. The development and deployment of SkyShuttle strengthen sustainable urban mobility in China while contributing innovative solutions to urban transportation management worldwide.



Research and development

_ GRI 3-3 Innovation, research and development

BYD has built an open and collaborative innovation system based on future-oriented technologies. The company has established a global R&D network that spans from fundamental research to product application and continuously strengthens its innovation capabilities through its “Technology Pool” mechanism. At the same time, it promotes the sharing of innovation outcomes across the industry through initiatives such as technology licensing and the joint development of industry standards. Through open innovation practices, BYD accelerates technological progress across the industry, supports the sustainable development of the New Energy Vehicle sector, and promotes the value of technological innovation. The company will continue to encourage the flow and sharing of innovation resources through an open approach, overcoming technological barriers and advancing the principle of equal access to science and technology.

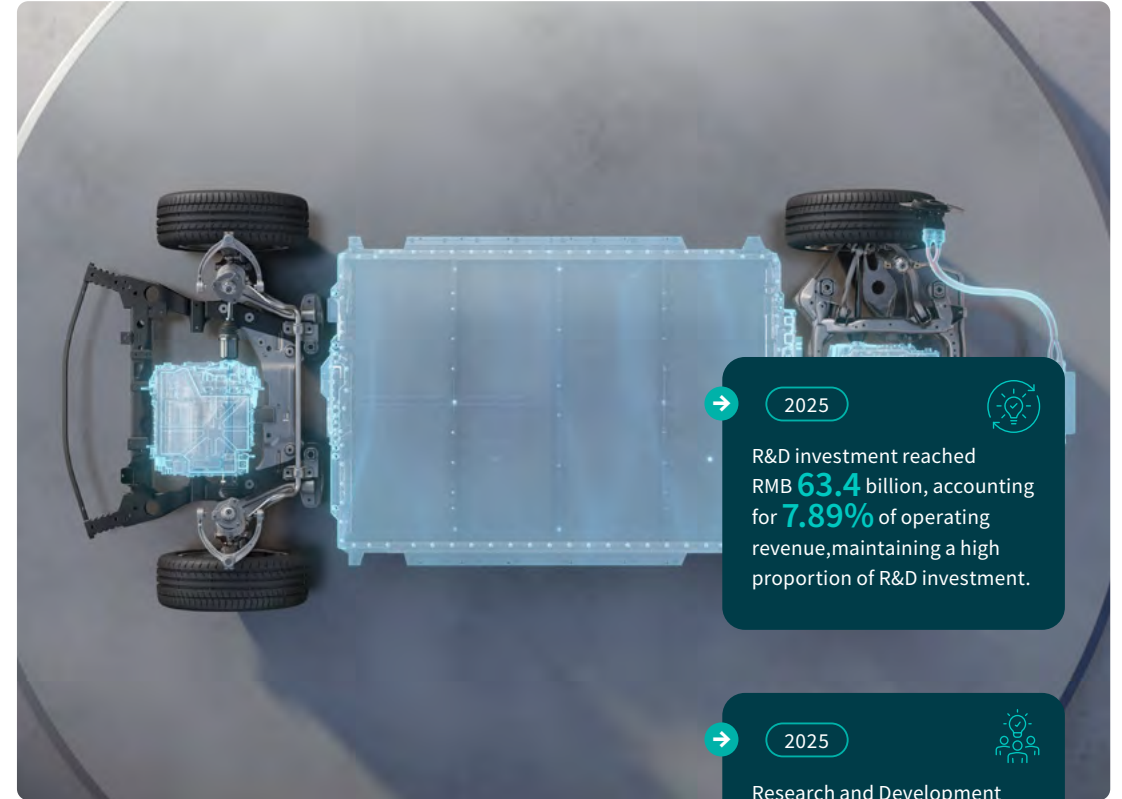
The development of innovation platforms plays a central role in this strategy. Guided by market demand and aligned with national regulations, the company conducts scientific research and technological development under the principle of “exploring one generation, reserving one generation, and industrializing one generation.” This model contributes to the development of a robust innovation ecosystem across multiple technical fields, fostering technological advancement, talent development, and industrial collaboration.

To support this structure, BYD has established 11 research institutes dedicated to areas including basic science, automotive engineering, New Energy Vehicles, and electronic technologies. Supported by a strong scientific research foundation,

the company has achieved significant breakthroughs in core technologies across the entire New Energy Vehicle industrial chain. The integration between research institutes and business units, combined with resource sharing and strengthened connectivity between intelligent software and hardware systems, contributes to optimizing R&D investments and accelerating technological transformation.

Based on its “Technology Pool” concept, BYD integrates core technologies throughout the New Energy Vehicle value chain, including batteries, motors, electronic control systems, automotive-grade semiconductors, and intelligent mobility services. Recent innovations include the advancement of DM-i hybrid technology, the introduction of the Xuanji Architecture, which integrates artificial intelligence into vehicle perception, decision-making, and control systems, and the launch of the large-scale God’s Eye intelligent driving technology. Solutions such as the DiSus Preview System and advanced intelligent parking capabilities further enhance the driving experience, delivering higher standards of safety, efficiency, and intelligence.

At the same time, the company continues to advance its digital transformation through the application of technologies such as big data and artificial intelligence focused on user needs. These initiatives contribute to the evolution of the automotive industry by supporting the transition from traditional manufacturing models to more connected, adaptable, and service-oriented intelligent systems. Collaboration with industry partners also plays an important role in expanding technological capabilities and driving the continuous development of mobility solutions.



2025



R&D investment reached RMB **63.4** billion, accounting for **7.89%** of operating revenue, maintaining a high proportion of R&D investment.



2025



Research and Development Personnel reached **127,665**.

Year-on-Year Growth reached **4.99%**.

The proportion in the total workforce reached **14.68%**.

In 2025, BYD was recognized as a Strategic Partner of CCTV’s “Strong Nation in Science and Technology” program through the initiative “BYD Joins Hands with CCTV to Promote China’s Technology Power Strategy.” By contributing to high-quality economic development, the company reinforces its position as one of the world’s leading New Energy Vehicle manufacturers and demonstrates its commitment to technological innovation and sustainable development.



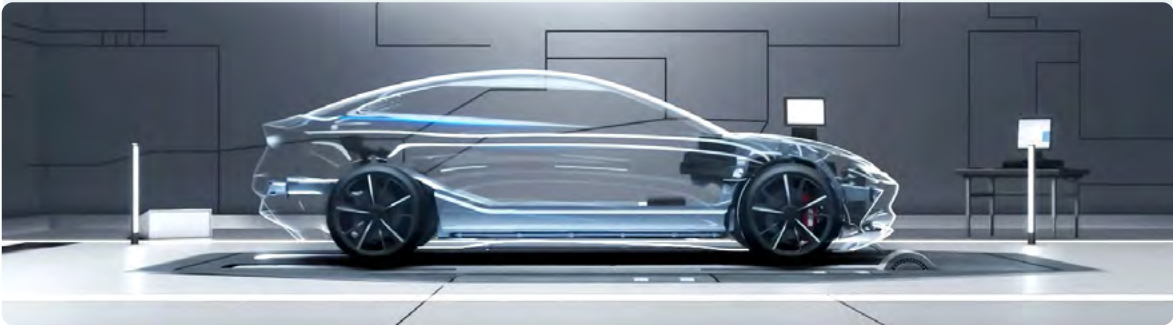
Super e-Platform

The Super e-Platform represents a significant advancement in the evolution of electric vehicles by redefining performance and charging standards. Developed by BYD, the platform delivers charging power of up to 1 megawatt (1,000 kW) and a charging speed equivalent to 2 kilometers of range per second, enabling a vehicle to recover approximately 400 kilometers of driving range in just 5 minutes. This innovation brings the electric charging experience closer to the refueling time of conventional combustion-engine vehicles, addressing one of the main barriers to the adoption of electrified mobility.

From a technological perspective, the platform incorporates a 1,000V high-voltage architecture, the first of its kind in mass-produced vehicles, enhancing the performance of all major electrical components. Key features include a new battery with optimized ion channels that reduce internal resistance by 50%, while supporting currents of up to 1,000 amperes and

a charging rate of 10C. The solution also includes a 30,000-rpm electric motor, combining higher power output with reduced weight and size, as well as a new generation of silicon carbide (SiC) power chips capable of operating at voltages of up to 1,500V, improving both system efficiency and reliability.

Beyond the vehicle itself, the Super e-Platform incorporates a systemic approach that encompasses infrastructure and user experience. BYD has developed ultra-fast charging terminals with capacities of up to 1,360 kW, as well as technologies such as dual-gun charging and intelligent voltage boosting systems, ensuring compatibility with existing public charging stations. This ecosystem reinforces the company's strategy of accelerating the energy transition through comprehensive solutions, strengthening its position as a technology leader and contributing to the expansion of electric mobility on a global scale.



Intellectual property protection

Intellectual property is a core asset of BYD. The company structures innovation-driven development through systematic planning and the effective management of its intellectual property assets. Across its operations, BYD complies with applicable legislation in the jurisdictions where it operates, including the Patent Law and Trademark Law of the People's Republic of China. While protecting its own intellectual property assets, the company also fully respects the intellectual property rights of third parties.

BYD has established a set of internal policies, including Patent Application Procedures, Patent Classification Guidelines, and Patent Portfolio Management Rules, to standardize intellectual property management across all stages, from creation to protection and commercialization. The company continuously improves its management system by adopting a full life-cycle approach to intangible assets such as patents, trademarks, and copyrights, ensuring their integrity and security.

The company also actively promotes an intellectual property culture throughout the organization. In 2025, BYD conducted 72 training sessions on intellectual property-related topics, covering areas such as patent technical disclosure drafting, prior-art searches, and the development of strategically valuable patents. The training totaled 85 hours and involved approximately 5,000 employees.



BYD'S PATENTS

	IN 2025	TOTAL
PATENT APPLICATIONS	11,093	71,094
Invention patents	8,337	42,490
Utility model patents	1,979	21,889
Design patents	777	6,715
GRANTED PATENTS	6,175	42,108
Invention patents	2,058	16,586
Utility model patents	3,130	19,833
Design patents	987	5,689



Support for Industry Development

BYD is deeply engaged in the development of national and industry standards, actively contributing technical expertise and practical experience, from technology roadmap planning to the definition of key specifications. By leading and participating in the development of standards, the company transforms its

cutting-edge technological exploration into industry consensus and is committed to building a scientific, unified, and open technical standards system. This provides a solid foundation for the electrification of the automotive industry while promoting the standardized, orderly, and high-quality development of the renewable energy sector.



Technology ethics

In the era of intelligent and electrified automotive development, BYD adheres to six principles of technology ethics: respect for user privacy, prevention of bias and discrimination, enhancement of safety and transparency, conscious self-assessment, promotion of human well-being, and compliance with laws and regulations. Across research and development activities, including scientific research, technological development, and application, the company pays close attention to the ethical and behavioral implications of technology, integrating ethical principles into every aspect of its innovation practices.

At the early stages of technology development and R&D, BYD assesses potential ethical risks associated with emerging technologies such as autonomous driving and the Internet of Vehicles (IoV). For example, the company evaluates whether the decision-making logic of autonomous driving systems could affect the safety of pedestrians and other vehicles. With regard to data collection, BYD follows rigorous assessment procedures to ensure the quality of new technologies from the acquisition stage onward, limiting data collection to the minimum necessary and preventing excessive data use. When collecting driving data and user preferences, and only with the full authorization of customers, the company applies encrypted storage and access control mechanisms, ensuring that only authorized personnel can access the data required for business operations, thereby preventing data leakage and misuse.

The company conducts dedicated training programs on technology ethics and requires employees and technical teams to participate regularly. Ethical concepts such as privacy protection and data security are also integrated into daily operations, increasing employees' awareness of the ethical

dimensions of technology and ensuring that technological advancement contributes not only to innovation, but also to the collective good. BYD has also established a management mechanism for technology ethics violations, strengthening investigation procedures, accountability processes, and remediation measures, while continuously reinforcing the ethical foundations of its innovation activities.

BYD is committed to the responsible use of artificial intelligence and has established a set of ethical guidelines applicable throughout the technology life cycle. The company applies rigorous controls across the entire process, including data acquisition and the deployment of intelligent systems, through multi-level access management, clearly defined use cases, and oversight protocols designed to prevent misuse. To promote transparency, AI-generated content is identified, and users are informed whenever they are interacting with AI systems.

The company has also implemented mechanisms to identify and address biased models, conducting ongoing fairness assessments and providing safeguards to prevent discriminatory outcomes. In addition, BYD works with suppliers to improve the environmental performance of data centers and reduce their ecological footprint. The company also maintains channels through which users can challenge AI-based decisions, monitors impacts through relevant indicators, and continues to align its AI governance model with international standards and third-party audit mechanisms, reinforcing its commitment to the responsible use of technology.

FOR MORE INFORMATION, SEE
THE BYD SUSTAINABILITY REPORT.



Sustainability performance worldwide

ANNUAL PERFORMANCE OF SUSTAINABLE DEVELOPMENT

DECARBONIZATION

4.6 milhões de new energy vehicles (NEVs) sold, maintaining as global NEVs sales champion

46.6 million tCO₂e*
Carbon reduction by NEVs

776.6 million trees
Equivalent to planting

7.29 billion kWh of renewable energy purchased

Ranking 1st in the automobile sector among China's Top 100 green electricity consumers

Participated in the Ministry of Finance's climate disclosure pilot program for TCFD reporting

RMB 2.04 billion invested in environmental protection

100%
Compliance in waste emissions

3
National zero-carbon industrial parks

10
National green factories

ALLIANCE

Over **15,000**
Suppliers

36 Supplier technology exchange Conferences

1,569 On-site supplier audits

Over **70%** Assessed as high-quality partners

Over **200** RMI-certified smelters and refineries Identified through supplier due diligence

REVOLUTION

RMB 63.4 billion R&D investment, accounting for **7.89%** of total revenue

Over **120,000**
R&D personnel

71,094
Cumulative global patent applications

Above **95%**
(for three consecutive years)
Customer satisfaction

98%
Factories certified with
ISO 9001 / IATF 16949

Awarded "China Patent Gold Award" & "China Design Gold Award"

Over 10 vehicle models **5-Star/5-Star+ Safety Ratings**

MORAL-INTEGRITY

RMB 53.3 billion
Total domestic tax payment

0
Business ethics violations

100%
Coverage of integrity training for new hired management personnel

12
Suppliers terminated cooperation for violations of integrity principle

EQUITY

869,622
Total global employees

30%
Female employees

11%
Ethnic minorities

5,326
Employees with disabilities

13,000
Graduates in campus recruitment

2,380
Postdoctoral trained

62,000
Skilled talents trained

53.68
Average training hours per employee

Forbes "World's Top Companies for Women" and "World's Best Employers"

Over **RMB 4 billion** Employee Share Ownership Plan (ESOP),

25,000
Employees benefited

380,000 Global employees covered in human rights due diligence

SHARED-VALUE

RMB 804 billion
Operating revenue

Up **3.46%**
y-o-y

RMB 32.6 billion Net profit attributable to Shareholders of the parent company

RMB 157 million Total donation expenditure

RMB 3 billion Education Philanthropy Fund

Partnering with **127** China universities with over **6,000** students supported



Climate change response

_ GRI 3-3 Climate Change Response

Against the backdrop of continued global warming and the increasing frequency of extreme weather events, climate change has become a central concern shared by all humanity. In 2025, COP30 reaffirmed the goals of the Paris Agreement, upheld the 1.5°C temperature increase limit, and emphasized the need for rapid and deep emissions reductions, as well as the acceleration of the clean energy transition, leading the world into a critical stage of moving “from commitment to implementation.” During the reporting period, BYD referenced disclosure frameworks issued by the International Sustainability Standards Board (ISSB), including IFRS S2, as well as the Hong Kong Stock Exchange (HKEX) ESG Reporting Code, ESG guidelines, and climate-related standards, to comprehensively and transparently disclose its performance in addressing climate change. The company also participated in the first pilot climate disclosure program aligned with China’s climate disclosure standards, organized by the Ministry of Finance of the People’s Republic of China during the reporting period. Drawing on its corporate practices, BYD provided detailed evidence and recommendations.

As a global leader in the New Energy Vehicle industry, BYD promotes the “Cool the Earth by 1°C” initiative, centered on the concept of the “Three Green Dreams” — solar energy, energy storage, and electric vehicles. In 2024, the company established clear objectives, including achieving carbon neutrality across its entire value chain by 2045, while driving the transformation of the industrial chain through a multi-faceted approach. BYD deeply integrates climate governance into its corporate strategy and operations. By recognizing the risks and opportunities associated with climate change, the

company takes practical actions to contribute to China’s “dual carbon” goals while collaborating with global stakeholders to advance green development and jointly build a resilient, low-carbon future.



Climate strategy and governance

BYD has established a climate governance structure led by the Board of Directors, consisting of the Strategy and Sustainable Development Committee, the ESG Management Committee, the ESG and Sustainable Development Department, and ESG management representatives within each business unit and division. Professionals at all levels receive appropriate training and capacity-building support to ensure the effective implementation of climate-related decisions, forming an end-to-end management system with clearly defined roles, responsibilities, and coordination mechanisms.

The company has defined responsibilities and reporting lines across each level of this climate governance structure through the issuance of the Implementation Rules of the Strategy and Sustainable Development Committee and the Sustainable Development Management Policy of BYD Company.

To strengthen the foundation of climate risk management and capture opportunities arising from the transition to a low-carbon economy, BYD systematically conducts assessments of climate-related risks and opportunities. For physical risks, transition risks, and climate-related opportunities, the company has established a structured identification and analysis process, assessing potential impacts on its business model and across the entire value chain, while also quantifying potential financial effects. This process supports decision-making, contributes to the development of a climate-resilient business system, and informs the company’s sustainability strategy.

FOR MORE INFORMATION, SEE
THE BYD SUSTAINABILITY REPORT.





Climate metrics and targets

To support China's national strategy and contribute to the objectives of the Paris Agreement, BYD has announced its carbon neutrality target, aiming to achieve carbon neutrality across its entire value chain by 2045. At the same time, the company has established scenario-based carbon reduction targets to reduce the carbon emissions intensity of its operations by 50% by 2030. BYD continuously reviews and adjusts its targets in response to changes in Chinese policies and international standards to advance sustainable development.

To achieve its 2045 carbon neutrality target, the company explores opportunities to reduce energy consumption based on energy use and production processes throughout the value chain. It identifies short- and medium-term energy-saving and carbon reduction targets and implements corresponding actions and accountability mechanisms. After adopting all feasible emissions reduction measures, BYD also plans to acquire high-quality, third-party-certified carbon credits to offset any remaining emissions.



CLIMATE TARGETS



By 2045

Across the whole value chain.



By 2030

(With 2023 as the base year)

The carbon emission intensity in the Group's own operations.

In 2025, BYD participated in COP30, held in Belém, Pará, reinforcing its position within the global climate agenda. The certifications and awards received during the year reflect the company's commitment to the energy transition and to the development of solutions aimed at reducing emissions and promoting a low-carbon economy.

- ✓ Selected for the 4th Global Call for Carbon Neutrality Technology Solutions of the United Nations Industrial Development Organization (UNIDO) in 2025;
- ✓ Recipient of the 2025 Zero Carbon Energy Sustainability Award, part of the Zero Carbon Earth Series Awards, selected by international institutions including the United Nations Sustainable Development Goals Global Collaboration Project and the Energy Foundation;
- ✓ Awarded the Five-Star Energy Management System Certification in the 2025 Energy Management System Certification Assessment, issued by the Automotive Industry Green Development and Energy Conservation Evaluation Center;
- ✓ Ranked among the Top 50 companies in the 2025 Research Report on Chinese Enterprises' Contribution to Carbon Neutrality, published by the China Institute for Energy Research (CIER);
- ✓ Selected for the "2024 Climate Action Typical Case Collection" initiative, launched by Weather China, the National Center for Climate Change Strategy and International Cooperation, and Xinhua Net.

BYD at COP30

BYD played an active role at COP30, held in Belém, Pará, reinforcing its position as a relevant contributor to the transition toward a low-carbon economy. As an official partner of the event, the company provided 130 electrified vehicles to support logistics and transportation during the conference, contributing to the event's sustainable mobility initiatives. Following COP30, part of this fleet, consisting of 30 vehicles, was permanently allocated to the region, supporting local clean transportation initiatives.

During the event, BYD also joined a global initiative led by State Grid Corporation of China, together with other companies, to promote the standardization of carbon emissions calculations associated with electricity based on spatial and temporal emission factors. The proposal was recognized by international institutions and represents an important step toward improving the accuracy of emissions measurement within the power sector.





Global sustainable development impact

BYD adopts a “localization and sustainability” approach across its global operations. In an increasingly complex and rapidly changing global environment, the company seeks to integrate deeply into the markets where it operates, acting not only as a multinational manufacturer and exporter, but also as a co-creator of regional economic and social value. Responsible supply chain development, innovative green technology applications, deep local integration, diverse community philanthropy initiatives, and robust human rights practices are embedded throughout its global operations. BYD is committed to generating a lasting positive impact in every region where it operates.

AMERICAS

In 2025, BYD’s 14 millionth New Energy Vehicle rolled off the production line at the company’s manufacturing facility in Camaçari, Bahia. While introducing clean and low-carbon transportation solutions across Latin America, the company also established a comprehensive management system designed to strengthen its core operational capabilities. The facility in Brazil implemented a Human Rights Management System to standardize labor rights management practices. Through systematic assessments and transparent engagement with local communities, potential labor and human rights risks were identified, enabling the proactive development of mitigation and remediation measures. BYD has fully integrated human rights principles and social responsibility considerations throughout the operational processes of its international facilities, demonstrating corporate leadership and accountability.

ASIA-PACIFIC

In October 2025, BYD delivered its 100,000th New Energy Vehicle in Thailand, marking a deeper integration with local communities across the Asia-Pacific region. The company respects local religious beliefs, traditions, and customs, regularly organizing cultural celebrations such as the Songkran Festival to strengthen engagement with local communities. BYD places great importance on biodiversity conservation, carrying out environmental protection initiatives in restoration areas, as well as participating in tree-planting and other environmental activities. At the same time, the company actively supports children and young people through educational programs, contributing to the development of future generations. In response to natural disasters across the region, BYD has demonstrated social responsibility by providing financial donations and material assistance to help mitigate impacts on affected communities, translating its commitment into tangible action.

EUROPE

BYD established its European headquarters in Budapest, Hungary, further advancing the implementation of its localization strategy. The company is actively developing its “Made in Europe for Europe” strategy and collaborating with European partners such as Voestalpine to build a green supply chain system. BYD has continuously increased local sourcing, effectively reducing carbon emissions throughout the supply chain while strengthening the industrial vitality of the regional economy. At IAA Mobility 2025 in Munich, the

company showcased cutting-edge vehicle models and innovative technologies, reinforcing its long-term commitment to expanding its presence in the European market. BYD is not only a leading New Energy brand from China but also a global company deeply integrated into Europe, serving European customers while growing alongside the region.

MIDDLE EAST AND AFRICA (MEA)

At the World Future Energy Summit (WFES) in Abu Dhabi, United Arab Emirates, BYD presented its Hafson Energy Storage System, featuring the world’s largest mass-produced energy storage battery with a capacity of 2,710 Ah. This large-scale storage solution provides critical support for solar energy integration in desert regions. The company reached a consensus with the Government of the United Arab Emirates and local partners to build a clean energy ecosystem. Through industrial investment and technological development, BYD is committed to supporting the implementation of the UAE’s Net Zero by 2050 Strategy and advancing the historic transition from fossil fuels to a green energy future across the Middle East and Africa region.



Product responsibility

_ GRI 3-3 Product Responsibility; 416-1

BYD follows a “Customer First” principle and has established a quality management system that covers the entire product life cycle. Through a systematic approach and the development of a quality culture involving all employees, the company integrates quality awareness into every stage of research and development, procurement, manufacturing, delivery, and customer service. Its commitment is to achieve the goal of “Zero Defects” by developing high-quality products with rigor and responsibility while continuously strengthening vehicle safety standards.

Product quality governance structure

BYD has established the position of Chief Quality Officer (CQO), making it the cornerstone of a new multi-level management structure. The Board of Directors is responsible for overseeing product quality-related matters, while the President appoints a Vice President to serve as Chief Quality Officer. The company's President is designated as

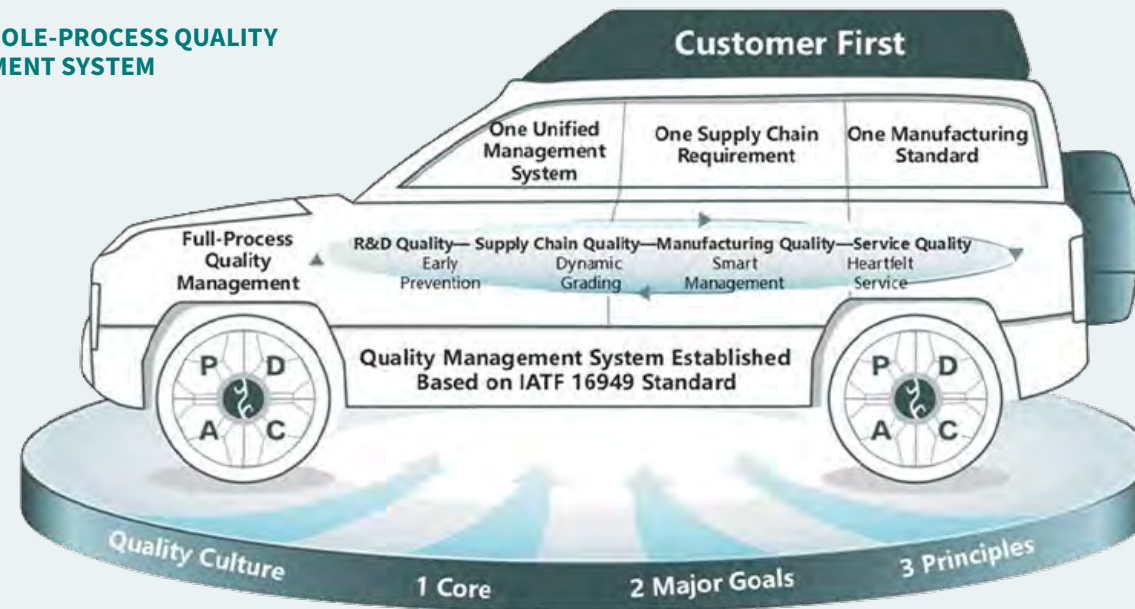
the primary person accountable, and quality management structures have been established at the corporate, business unit, and facility levels, with quality and safety Directors and employees responsible for overseeing these functions.

The company implements these mechanisms through the formal assignment of responsibilities and the execution of authorization letters, ensuring that quality strategy and requirements are effectively communicated and imple-

mented throughout the organization. This model provides clear accountability and supports the effective implementation of product quality and safety management across all operations.

In 2025, the formalization rate of quality and safety responsibilities among employees identified within the company's quality management system reached 100%.

BYD'S WHOLE-PROCESS QUALITY MANAGEMENT SYSTEM





Product Quality Assessment and Risk Management

BYD has established and continuously improves its quality management system through the implementation of standards and procedures such as the Automotive Product Safety and Liability Control Procedures, BYD Product Design and Development Management, Automotive Production Process Control Procedures, Automotive Finished Product Inspection Control Procedures, and the BYD Quality Manual. These management instruments cover the entire manufacturing process, the full supply chain, and the complete product life cycle, with a strong focus on prevention, strict compliance, and closed-loop management.

PRODUCT QUALITY ASSESSMENT SYSTEM

The company complies with national and international quality laws, regulations, and standards, including ISO 9001, IATF 16949, ISO/TS 22163, the implementation rules of China Compulsory Certification (CCC), the Administrative Measures for the Admission of Road Motor Vehicle Manufacturers and Products, the Administrative Provisions on the Access of New Energy Vehicle Manufacturers and Products, the Technical Specifications for the Safety Operation of Motor Vehicles, the Safety Requirements for Electric Vehicles, and Regulation (EU) 2018/858.

During the reporting period, BYD further enhanced its internal quality management audit mechanism through the creation of the BYD Quality Star Rating System (BQS). Based on the IATF 16949 framework, the BQS integrates three advanced methodologies—Performance Excellence

Management, Quality Infrastructure (QI), and Digital Quality Management—into a comprehensive and multidimensional assessment model.

The BQS deeply applies the PDCA (Plan-Do-Check-Act) concept. Using star ratings as its primary performance indicator and supported by systematic audits, special inspections, and on-site guidance, the model focuses on process origins, optimizes workflows, and enhances both quality management performance and product quality.

Following the upgrade of the internal audit system, the evaluation criteria were also revised. In 2025, a total of 24,726 internal star-rating audits were conducted, covering 100% of the evaluated manufacturing facilities. Among them, one facility achieved a four-star rating, 225 facilities achieved a three-star rating, and 91.5% of the factories obtained ratings of three stars or higher. The model encourages continuous

improvement among lower-performing facilities while promoting healthy competition across manufacturing sites, thereby strengthening overall quality management.

BYD also implements the requirements of ISO management systems and the IATF 16949 standard, conducts certifications and audits through independent institutions, and continuously improves its management systems. At the end of the reporting period, 98.11% of the company's factories were certified under ISO 9001 and/or IATF 16949. The scope of these audits covers facilities located in China and does not include overseas operations.

In addition, in 2025 the company launched the BYD Factory Manufacturing Capability (BMC) model, based on the integration of external standards and internal criteria. The model is structured around three core modules—standardized operations, process quality, and intelligent

manufacturing—covering workshop, factory, and corporate levels, while promoting a continuous improvement system with broad employee participation.

The company also enhances quality management efficiency through intelligent manufacturing and digitalization. The integration of technologies such as big data, artificial intelligence, and the Internet of Things transforms production lines into intelligent systems, enabling precise coordination between production stages, predictive maintenance, optimized material distribution, rapid fault identification, and more efficient inspections, while improving process standardization and operational control.





Product Safety Assurance

BYD follows the principle of “Safety First, Prevention-Oriented, Accountability-Driven, and Continuous Improvement,” establishing a robust product quality and safety responsibility system. The company created the Automotive Product Safety Committee, which defines responsibilities at all organizational levels, promotes safety innovation, and leverages monitoring platforms and rapid response mechanisms to strengthen safety management throughout the entire value chain, from research and development to after-sales services, ensuring the protection of users.

In addition, BYD has implemented a dual-domain product safety management system covering both the full scope of product safety and the entire process life cycle. The company has established a comprehensive safety assurance framework encompassing architecture, systems, and technologies, including battery safety, crash safety, high-voltage safety, and braking safety, ensuring a holistic approach to product safety.



PRODUCT SAFETY TECHNOLOGY INNOVATION

BYD continuously innovates in electric vehicle safety technology, developing disruptive technologies such as the e⁴ Platform's precise vehicle body attitude control and emergency floating function, as well as the e³ Platform's 140km/h high-speed tire blowout stability control function, ensuring the vehicle's safety and controllability in various situations. In terms of battery safety, the waterproof rating of our "Three Electric Systems" reaches IP69, and we are equipped with lithium iron phosphate batteries. The Blade Battery we developed can pass the most stringent Nail Penetration Test for single cells in the industry, redefining the safety standards for electric vehicles. In terms of vehicle body safety, BYD adopts Cell-to-Body (CTB) technology, directly integrating the battery cells into the battery pack and directly embedding the battery into the chassis structure to ensure the vehicle's structural strength and collision safety.



ENSURING PRODUCT SAFETY PERFORMANCE

BYD has established multiple safety barriers covering the entire vehicle structure, restraint systems, and intelligent protection. Through high-strength vehicle body materials and reasonable collision energy-absorbing structures, combined with pre-warning seat belts, multi-airbag protection systems, and electronic stability programs, it provides users with basic protection at the physical Aspects.



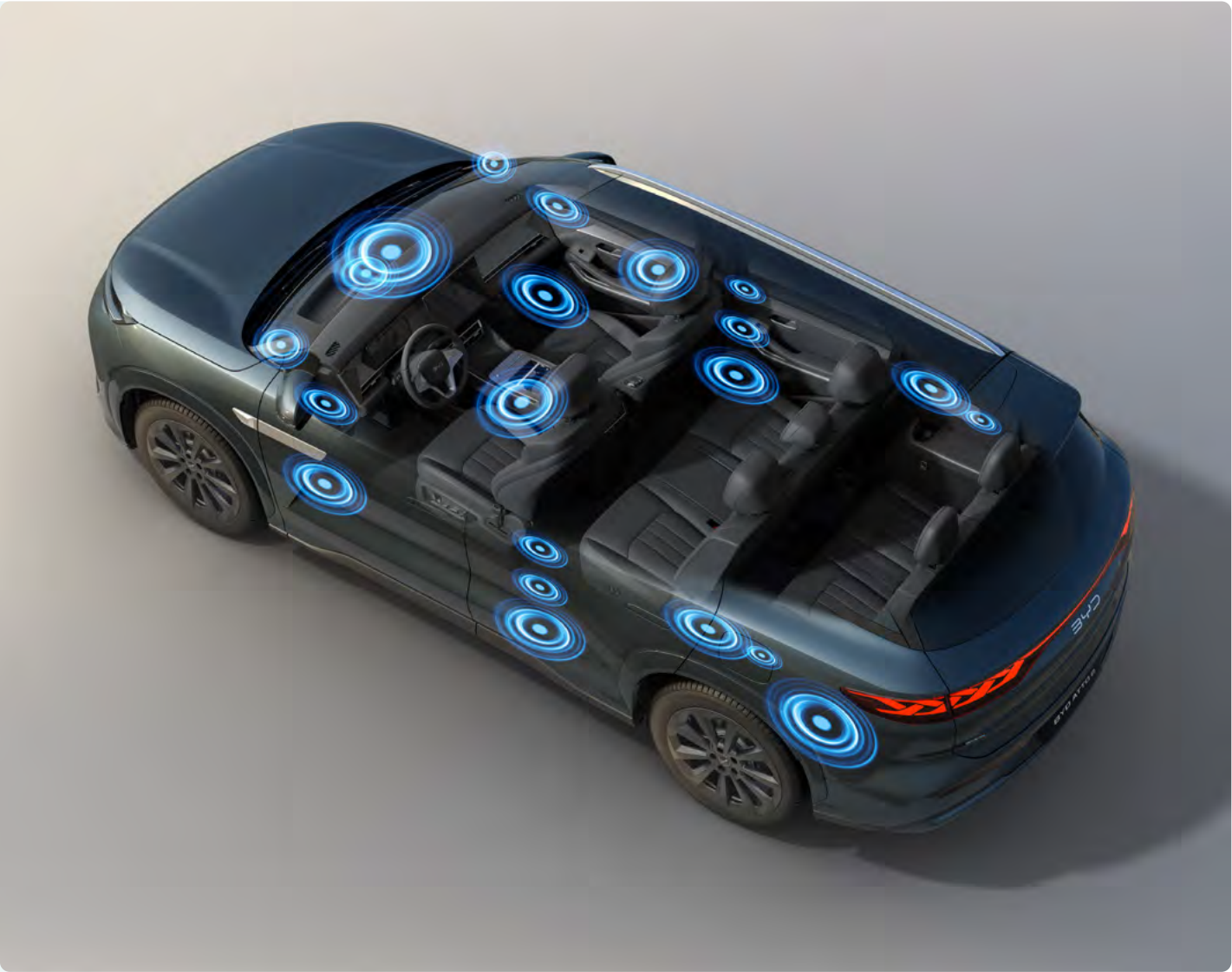
CONSTRUCTION OF INTELLIGENT DRIVING SAFETY SYSTEM

BYD has developed the "God's Eye" by comprehensively applying technologies such as vehicle-road collaboration and intelligent assisted driving. Through multi-source perception fusion and real-time risk prediction, it provides early warnings or takes active intervention before potential dangers occur, offering forward-looking protection for driving safety in core scenarios. Based on an advanced data foundation, the "God's Eye" drives algorithm iteration through an end-to-end large model, continuously learning and optimizing driving behavior to provide a safer and more anthropomorphic assisted driving experience.



2025 SAFETY TEST VEHICLES AND RESULTS

HAN L	NESTA Six-Dimensional Electric Safety Certificate
SONG L	2023 China Insurance Automotive Safety Index (C-IA SI) 1M3G+
TANG L	2024 C-NCAP 5-Star+ Safety Rating
BAO 8	2024 C-NCAP 5-Star Safety Rating
SEALION 07EV	2024 C-NCAP 5-Star Safety Rating
SEALION 7	Euro NCAP and Australia A-NCAP Dual 5-Star Safety Rating
DOLPHIN SURF	Euro NCAP 5-Star Safety Rating
SEAL 6	Euro NCAP 5-Star Safety Rating
E-VALI	Euro NCAP Commercial Vehicle 5-Star Safety Rating
DENZA B5	Australia A-NCAP 5-Star Safety Rating
SHARK 6	Australia A-NCAP 5-Star Safety Rating
ATTO 1	Australia A-NCAP 5-Star Safety Rating
SEAL	ASEAN NCAP 5-Star Safety Rating





PARTNERSHIPS AND INDUSTRY INNOVATION

We connect global innovation resources to accelerate collaboration and the exchange of low-carbon technologies. Our focus is on advancing R&D and the practical application of cutting-edge solutions, including clean energy, circularity, and energy efficiency. Through this collaborative approach, we foster co-creation and shared value across a sustainable industrial ecosystem, generating new momentum for the green transition of the global automotive industry.

BYD JOINS HANDS WITH SHENZHEN PORT GROUP TO ESTABLISH A JOINT INNOVATION LABORATORY FOR MARINE GREEN NEW ENERGY

In December 2025, the Joint Innovation Laboratory for Marine Green New Energy jointly established by BYD and Shenzhen Port Group was officially inaugurated. Based on the core drive of electric power energy, the laboratory empowers the sustainable development of the marine economy. BYD and Shenzhen Port Group deepen resource collaboration, focusing on four major fields: electric ships, green ports, zero-carbon logistics, and marine new energy, contributing new energy forces to the green development of the marine economy.



WUHAN RULES AND RESEARCH INSTITUTE OF CHINA CLASSIFICATION SOCIETY SIGNS A TECHNICAL COOPERATION FRAMEWORK AGREEMENT WITH BYD

In July 2025, the Wuhan Rules and Research Institute of China Classification Society and Shenzhen BYD Lithium Battery Co., Ltd. signed a cooperation framework agreement in Shenzhen. The two sides conducted in-depth exchanges on topics such as the development prospects of battery-powered ships, the construction of shore-based charging and battery-swapping facilities, the safety testing and certification of marine power batteries, and the formulation of technical standards around the clean transformation of ship power under the dual-carbon strategy. Taking this signing as an opportunity, the two sides will deepen cooperation in areas such as the construction of the battery thermal safety laboratory, and standard improvement, helping to achieve high-quality integrated development of energy and shipping.



BYD REACHED AN EXCLUSIVE AUTOMOTIVE STRATEGIC COOPERATION WITH THE 10TH PAKISTAN SUPER LEAGUE

In May 2025, multiple BYD models, including the BYD SHARK 6, Seal, and YUAN PLUS, made their debut as the official vehicles of the 10th Pakistan Super League. They were presented as awards to the "Player of the Match," promoting the concept of green mobility in Pakistan.



BYD BECAME THE GLOBAL AUTOMOTIVE PARTNER OF INTER MILAN FOOTBALL CLUB

In July 2025, BYD established a three-year strategic partnership with Inter Milan Football Club and provided the club with approximately 70 NEVs, including pure electric and Super DM plug-in hybrid models, to help global fans and consumers integrate into the green development initiative.





BYD in Brazil

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

As the leader in the electrified vehicle market in Brazil, the company has consistently expanded its presence in the country since its arrival in 2014. Also recognized for its operations in solar technology solutions, BYD has established itself as one of the leading companies in the development of low-emission mobility and energy solutions. Incorporated as a privately held limited liability company, BYD operates strategically across different regions of Brazil, focusing on innovation, sustainability, and industrial development, while contributing to the advancement of the energy transition.

IN THIS SECTION:

- 33 ABOUT BYD IN BRAZIL
- 33 NATIONAL PRESENCE
- 34 HISTORY OF BYD IN BRAZIL
- 35 UNITED NATIONS GLOBAL COMPACT MEMBERSHIP
- 36 BYD ESG LEADERSHIP AWARD
- 37 STAKEHOLDERS
- 38 GOVERNMENT RELATIONS
- 38 PARTICIPATION IN INDUSTRY ASSOCIATIONS





About BYD in Brazil

_ GRI 2-1; 2-6

The headquarters of the electric bus chassis, photo-voltaic module, and battery manufacturing operations is located in Campinas, São Paulo, at Avenida Antônio Buscato, 230, Terminal Intermodal de Cargas (TIC), ZIP Code 13069-119. In the municipality, the company operates two industrial facilities: one dedicated to the assembly of 100% electric bus chassis and another focused on the production of photovoltaic modules. BYD also operates a solar kit manufacturing facility in Campinas. In Manaus, Amazonas, within the Industrial Pole, the company operates a manufacturing facility dedicated to the production of lithium iron phosphate (LFP) batteries. In addition to its industrial activities, BYD imports and commercializes electrified logistics equipment, including forklifts, pallet trucks, tow tractors, and trucks, all powered exclusively by electricity.

Since November 2021, the company has operated in Brazil's passenger vehicle segment. With an expanding portfolio of electrified models and an established dealership network, BYD provides the Brazilian market with high-performance technological solutions associated with environmental sustainability.

In 2025, the company inaugurated the Camaçari Industrial Complex, located in Camaçari, Bahia, which houses BYD's first passenger vehicle manufacturing facility outside Asia. The plant has already commenced production and represents a strategic milestone for the expansion of domestic manufacturing, reinforcing Brazil's role within the global electric mobility value chain.

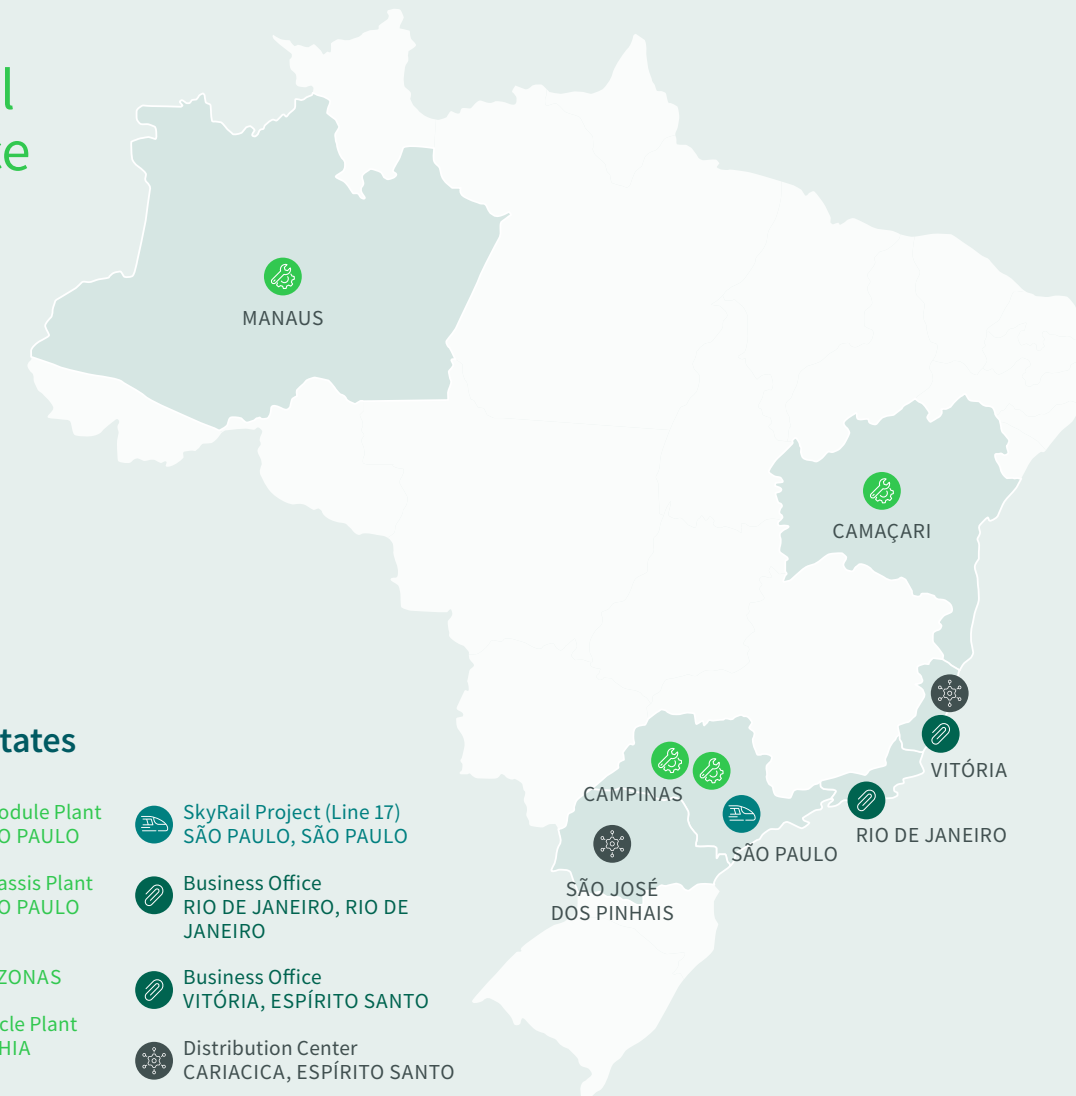
The company operates across several business segments: passenger vehicles; commercial vehicles, including trucks and buses; logistics equipment, including forklifts and tow tractors; energy solutions, including photovoltaic modules, solar kits, stationary batteries, and EV chargers; and rail transit solutions through SkyRail. This diversity is also reflected in the markets served. Passenger vehicles are sold to individual consumers as well as corporate and public fleets; trucks serve companies across multiple sectors, including waste collection operators; bus chassis are supplied to urban public transportation systems and charter service providers; logistics equipment serves logistics operators and industrial customers; energy generation and storage systems are offered to residential consumers, businesses, and public institutions; EV chargers are purchased by individuals, private organizations, governments, and fuel station operators; and the SkyRail system is designed for rail transit operators.

BYD's presence in Brazil spans multiple locations, with operations in São Paulo, São Paulo; Campinas, São Paulo; Manaus, Amazonas; Rio de Janeiro, Rio de Janeiro; Cariacica, Espírito Santo; São José dos Pinhais, Paraná; Serra, Espírito Santo; Cabo de Santo Agostinho, Pernambuco; Brasília, Federal District; Itapoá, Santa Catarina; Araquari, Santa Catarina; Araçariguama, São Paulo; and Camaçari, Bahia. This presence reinforces the company's commitment to regional development and to expanding clean mobility solutions across the country.

National presence

Present in 6 Brazilian States

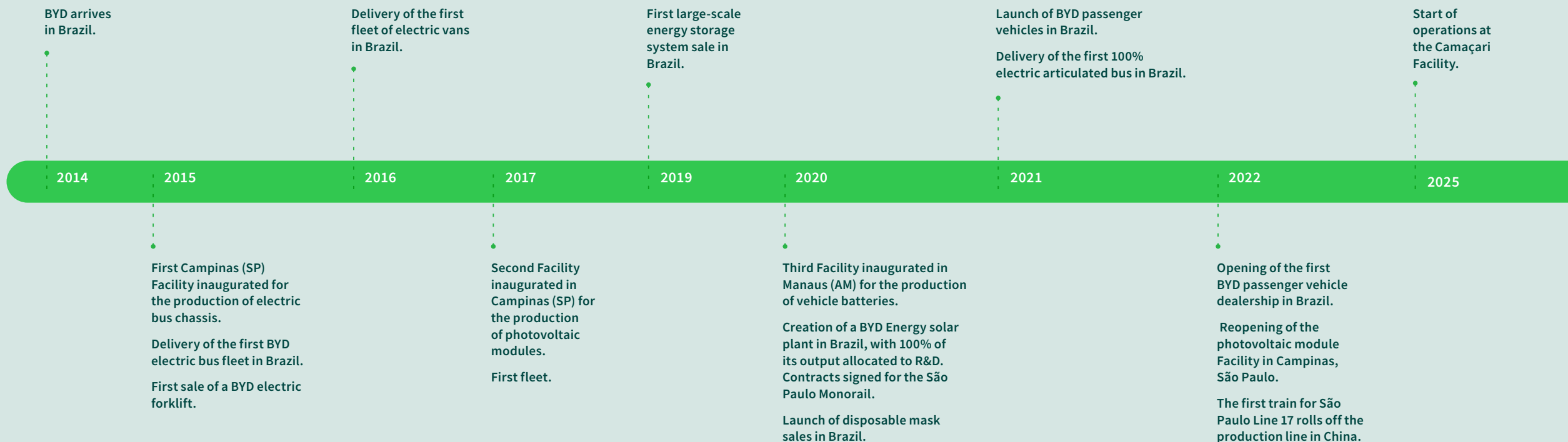
-  **Photovoltaic Module Plant**
CAMPINAS, SÃO PAULO
-  **Electric Bus Chassis Plant**
CAMPINAS, SÃO PAULO
-  **Battery Plant**
MANAUS, AMAZONAS
-  **Passenger Vehicle Plant**
CAMAÇARI, BAHIA
-  **SkyRail Project (Line 17)**
SÃO PAULO, SÃO PAULO
-  **Business Office**
RIO DE JANEIRO, RIO DE JANEIRO
-  **Business Office**
VITÓRIA, ESPÍRITO SANTO
-  **Distribution Center**
CARIACICA, ESPÍRITO SANTO
-  **Distribution Center**
SÃO JOSÉ DOS PINHAIS, PARANÁ





AH, WE'RE GLAD YOU'RE HERE!

History of BYD in Brazil





United Nations Global Compact Membership

As part of this commitment, the company annually prepares its Communication on Progress (COP), a report that presents advances, practices, and initiatives related to the principles of the Global Compact. This practice strengthens organizational transparency and demonstrates accountability in monitoring the commitments undertaken.

By joining the world's largest corporate sustainability initiative, the company reinforces its role as an agent of transformation and expands its contribution to the development of a more sustainable, resilient, and inclusive economy. In this context, BYD continues to focus on the development of clean and efficient technological solutions aligned with the construction of a low-carbon future and greater environmental balance.

BYD in Brazil is a signatory to the United Nations Global Compact (UNGC) and participates in the UN Global Compact Network Brazil, an initiative that mobilizes the business sector around the adoption of the Ten Principles related to human rights, labor, environmental protection, and anti-corruption. This commitment reinforces the company's dedication to ethical, transparent operations aligned with the Sustainable Development Goals (SDGs).





BYD ESG Leadership Award

In 2025, the company held the first edition of the BYD ESG Leadership Award, an initiative that recognizes partner companies that adopted sustainable solutions in their operations. The award highlighted organizations that contributed to the decarbonization agenda through the use of the company's technologies, including photovoltaic modules, energy storage systems, electric material-handling equipment, bus chassis, corporate fleets of electrified vehicles, and vehicle chargers. By recognizing initiatives that generate positive environmental, social, and economic impacts, the company reinforces its role as a driver of the energy transition in the country and strengthens strategic partnerships focused on developing a more sustainable economy.





Stakeholders

_ GRI 2-29; 3-3 Stakeholder Engagement

BYD in Brazil maintains ongoing relationships with a wide range of stakeholders, recognizing that engagement with these groups is essential for the sustainable development of its operations. The company's key stakeholders include employees, contractors working in its operations, local communities potentially affected by its activities, suppliers of products and services, customers, government organizations at the municipal, state, and federal levels, the media and influencers, as well as industry organizations such as associations, committees, forums, trade unions, and civil society organizations.

The company is committed to maintaining open, transparent, and regular communication with these stakeholders in order to strengthen trust-based relationships and promote mutual development. To achieve this, BYD establishes different communication channels and engagement mechanisms that enable it to understand expectations, identify demands, and address potential concerns. As priorities may vary according to business activities, geographic location, and operational context, the company adopts engagement approaches tailored to each stakeholder group.

In its day-to-day activities, the company seeks to build strategic, ethical, and long-lasting relationships with its priority stakeholders. These relationships are guided by internal policies and corporate standards, particularly the Code of Conduct, which establishes guidelines for employee behavior and provides on appropriate engagement with stakeholders. This framework helps strengthen transparency, corporate responsibility, and ongoing dialogue with society.



WHAT OUR TEAM SAYS



“The strategic partnership between Grupo Dahruj and BYD reflects our shared commitment to the future of sustainable mobility in Brazil. Combining our solid market experience with BYD’s pioneering electrification technology enables us to accelerate the energy transition and offer our customers clean and efficient transportation solutions. We are proud to work side by side with a global brand that transforms innovation into positive environmental impact for future generations.”

Cláudio Dahruj
Director of Dahruj Group



Community Engagement Channel

In 2025, the company implemented a new engagement channel designed to facilitate direct dialogue with the community of Camaçari, Bahia. This initiative reinforces BYD's commitment to transparency, active listening, and the strengthening of relationships with local communities and other stakeholders.

The channel was created to receive inquiries, suggestions, requests, and complaints related to the company's activities. Services are provided on a personalized basis, taking into consideration the specific circumstances of each case and ensuring that all communications, including anonymous and confidential reports, are handled ethically, responsibly, and efficiently.

Stakeholders can contact the company through the email address atendesocial@byd.com or via telephone and WhatsApp at +55 (71) 98258-8650. These channels allow the submission of messages, documents, photographs, videos, and audio files.

CONTACT US BY EMAIL
ATENDESOCIAL@BYD.COM
OR BY PHONE AND WHATSAPP
(+55 71 98258-8650)



Government relations

_ GRI 415-1

BYD in Brazil maintains ongoing institutional relationships with different levels of government, recognizing the importance of dialogue in the development of policies that promote the energy transition, technological innovation, and sustainable mobility in the country. The activities of the Institutional and Government Relations area contribute to strengthening the company's presence within the Brazilian regulatory environment and support the development of public policies related to electric mobility, renewable energy, and logistics infrastructure.

In 2025, the company strengthened its engagement with the Federal Government, sector-specific ministries, and regulatory agencies, while also expanding dialogue with the Legislative Branch at the federal, state, and municipal levels. The organization maintained close relationships with state governments considered strategic to its operations, including Bahia and São Paulo, as well as municipal governments in locations where it maintains industrial or commercial activities. These institutional relationships contribute to the development of a stable regulatory environment, providing greater predictability and legal certainty for the company's investments.

BYD's institutional engagement in Brazil enables active participation in regulatory discussions and initiatives aimed at improving public policies relevant to the energy transition and the country's industrial development. This dialogue seeks to strengthen industry competitiveness, encourage innovation, and support the sustainable expansion of the company's activities in the Brazilian market.

The company conducts its institutional activities based on the principles of legality, ethics, transparency, compliance, and integrity. In 2025, BYD did not make any political contributions, whether financial or non-financial, directly or indirectly, in any country. All interactions with public authorities strictly comply with applicable legislation, including the Brazilian Electoral Law (Law No. 9,504/1997) and the Brazilian Anti-Corruption Law (Law No. 12,846/2013), reinforcing the organization's commitment to sound governance and integrity practices.

For 2026, the company expects to further expand its institutional engagement activities. BYD intends to increase its participation in discussions related to the enhancement of regulatory frameworks and the development of public policies that encourage local manufacturing, technological development, and the expansion of electric mobility in Brazil. By strengthening strategic partnerships with the public sector, the company seeks to contribute to solutions addressing Brazil's energy and environmental challenges, reinforcing its role in promoting a low-carbon economy.

Participation in industry associations

_ GRI 2-28

Participation in industry associations is an important component of BYD's institutional strategy in Brazil, contributing to stronger dialogue with public authorities, the representation of industry interests, and the advancement of agendas related to sustainable mobility and the energy transition. Through these forums, the company monitors regulatory trends, contributes to the development of public policies, and expands its engagement in strategic issues relevant to the development of the Brazilian market.

In this context, BYD is a member of representative organizations across different sectors, including the Brazilian Association of Importers and Manufacturers of Motor Vehicles (ABEIFA), the Brazilian Electric Vehicle Association (ABVE), and the Brazilian Electrical and Electronics Industry Association (ABINEE), reinforcing its commitment to mobility and technological innovation. The company also participates in the Brazilian Distributed Generation Association (ABGD) and the Brazilian Solar Photovoltaic Energy Association (ABSOLAR), strengthening its contribution to the advancement of renewable energy sources and distributed generation in Brazil.

Governance of BYD in Brazil

_ SDG 16

BYD in Brazil conducts its activities based on principles that emphasize ethics, excellence, and sustainability. These values guide the company's operations and reinforce its commitment to creating value for its stakeholders, while contributing to the strengthening of an organizational culture grounded in responsibility and integrity.

IN THIS SECTION:

- 40 GOVERNANCE STRUCTURE
- 41 COMPLIANCE
- 47 SUPPLIER RELATIONSHIPS





Governance structure

_ GRI 2-9; 2-10; 2-11; 2-12; 2-13; 2-16

Governance is led by the Executive Board, which serves as the highest governance body for the company's operations in Brazil. The structure is composed of executive members and is responsible for strategic leadership and operational management. The Executive Board acts collectively in deliberating on matters related to strategy, operational performance, risk management, compliance, and sustainability.

Members of the Executive Board do not serve fixed terms, are not considered independent, and there is no formal stakeholder representation within the body. The Board operates through collective decision-making, ensuring strategic alignment, operational efficiency, and integration across business areas. In this context, the Executive Board is also responsible for overseeing economic, environmental, and social impacts, as well as defining strategies, policies, and objectives related to sustainable development.

Stakeholder engagement takes place on an ongoing basis and involves customers, suppliers, employees, and regulatory authorities. Feedback received from these groups is considered in decision-making processes, strengthening risk management and supporting the continuous evolution of sustainability practices.

At the Camaçari Industrial Complex, located in Bahia, the highest governance body consists of two executive members, including the President and the Administrative Director. In the company's other operations, the highest governance body is composed of the President and the Chief Financial Officer.

In Camaçari, Bahia, a Regulatory Committee has been established to ensure compliance with applicable laws, regulations,

and ethical standards, as well as to monitor operations and support decision-making processes. This committee oversees the implementation of the Integrity Program and coordinates strategic subcommittees focused on supply chain management, health and safety, human rights and labor practices, finance, communication, and ESG matters.

In the area of sustainability, the ESG Committee plays a key role, being responsible for report preparation, guideline development, risk and impact management, and the implementation of ESG-related strategies, including the approval of management systems, work plans, resource allocation, and annual reporting.

In addition, dedicated Supply Chain and Human Rights and Labor Committees oversee impacts related to employees, suppliers, and local communities.

The governance framework in Camaçari includes regular meetings to assess ESG-related topics and stakeholder impacts, with reporting to higher levels of the organization. Due diligence processes and risk monitoring activities are continuously reviewed, and their results, together with stakeholder feedback, guide the definition of priorities and the adoption of preventive and corrective measures.

Within the supply chain, the facility has advanced the implementation of a structured ESG management system, including the identification of compliance risks—particularly those related to labor rights—and the integration of these criteria into supplier qualification and ongoing assessment processes. This approach contributes to stronger risk management practices and supports the sustainable development of the value chain.

Selection of executive board members

The appointment and selection of Executive Board members, the highest governance body of BYD in Brazil, are carried out by the company's shareholders in accordance with the provisions of the Articles of Association. The process considers candidates' technical qualifications, professional experience, and strategic competencies, seeking alignment between executive profiles and the organization's strategic direction.

The composition of the Executive Board is defined based on specific criteria, including: shareholder deliberation, through which shareholders are responsible for the final approval of appointments; the organizational structure, under which members hold executive functions and formal independence is not required under the current governance model; diversity, which the company values as an important element in strengthening diversity of perspectives within senior leadership, considering factors such as gender and professional competencies; and technical and strategic expertise, with priority given to management experience, technical knowledge, and understanding of the economic, operational, and strategic impacts associated with the company's activities.

Impact management

The management of BYD in Brazil's economic, environmental, and social impacts is conducted directly by the

Executive Board, in alignment with the governance model adopted by the organization. Due to its streamlined organizational structure, the company does not formally designate a single executive exclusively responsible for these matters. Instead, responsibility is shared among the Executive Board members, who jointly assess and deliberate on strategies, risks, and initiatives with potential social and environmental impacts.

The management of these topics is supported by professionals from technical and administrative areas, who assume specific responsibilities according to the nature of projects and processes. These activities are carried out under the direct guidance of the Executive Board, with a focus on implementing sustainability, compliance, and responsible business management initiatives.

Employees involved in critical processes maintain direct communication with the Executive Board, reporting information on an ongoing basis or whenever necessary. This communication flow enables the timely monitoring of risks and opportunities associated with organizational impacts.

The Executive Board holds regular meetings to assess and deliberate on matters related to the company's impacts, ensuring the integration of information from different areas. This governance model promotes direct information exchange between teams and leadership, contributing to more agile decision-making aligned with the organization's strategic priorities.



Compliance

_ GRI 3-3 Sustainability Governance

The company's Compliance Manual consolidates the guidelines that govern the conduct of employees, business partners, and third parties, bringing together the principles of ethics, integrity, and compliance that guide the company's operations. The document ensures alignment with applicable legal and regulatory requirements, as well as internal policies, serving as a key instrument for promoting a transparent and responsible corporate environment.

The dissemination and monitoring of these guidelines are led by the Compliance Department, which continuously supports business areas in the practical implementation of requirements and in the investigation and assessment of reported concerns. Its activities are guided by discipline, integrity, resilience, and fairness, strengthening the organizational culture and ensuring that ethical conduct is embedded at all levels of the company.

Among the mechanisms in place, secure and accessible reporting channels stand out, allowing concerns to be submitted through multiple means, including email, online forms, physical drop boxes, or direct contact with the responsible department. All reports are handled confidentially and, when requested, anonymously, ensuring the protection of the reporting individual and the effectiveness of investigations.

The manual also establishes clear rules regarding the appropriate use of company resources, including equipment, internet access, and corporate communication channels. Practices such as improper use of the company's brand, the acceptance of gifts that violate company guidelines, or the transmission

of inappropriate communications are prohibited, reinforcing the commitment to professional relationships based on respect and accountability.

Corruption prevention is treated as a central element of the compliance program. Practices such as bribery, the offering or acceptance of improper advantages, influence peddling, and any form of illicit favoritism are strictly prohibited. The document also provides guidance on the management of conflicts of interest and interactions with public officials.

Aligned with leading integrity practices and the principles of the United Nations Global Compact, BYD in Brazil reinforces its role as a responsible agent of transformation. In this context, the Compliance Manual serves as an essential tool for ensuring that ethical principles are embedded throughout all aspects of the company's operations, contributing to sustainable and responsible development.

Conflicts of interest

_ GRI 2-15

BYD in Brazil adopts practices aimed at preventing and mitigating conflicts of interest, under the direct oversight of the company's highest governance body, the Executive Board. Given the company's streamlined management structure and the collaborative role of its directors, strategic decisions are made collectively through mutual oversight mechanisms that contribute to transparency and integrity in internal processes.

To support this process, the organization maintains a dedicated area responsible for monitoring compliance with internal policies and applicable regulations, while also providing guidance in situations involving potential conflicts of interest. The company has also established a Code of Conduct that sets out clear expectations regarding the behavior of all employees, including directors, in relation to integrity, impartiality, and ethical conduct in both internal and external relationships. The document includes specific

guidance on the identification, disclosure, and management of potential conflicts of interest.

Within its corporate governance framework, the company does not report cross-directorships involving its executives that could create conflicts of interest with the organization's activities. Likewise, there are no cross-shareholdings involving suppliers or other stakeholders that could compromise the independence of corporate decisions. The organization maintains a straightforward ownership structure, without external controlling shareholders, and management responsibilities are exercised by the directors within the scope of their executive and administrative duties, without interference from third parties in decision-making processes.

When related-party transactions occur, they are recorded transparently and in accordance with applicable accounting standards and corporate governance principles. Relevant information, including transaction balances and nature, is disclosed in the company's financial statements.





Responsible business conduct

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

The company conducts its activities based on responsible business conduct principles aligned with BYD's global guidelines. Globally, the organization seeks to actively fulfill its corporate social responsibility and contribute to sustainable development, a principle embedded in its business strategy and communicated to all employees. In Brazil, the company's highest governance body remains aligned with these principles, incorporating sustainability, ethics, and corporate responsibility considerations into business management and decision-making.

The company's commitments related to responsible business conduct are primarily formalized through its Code of Conduct and Compliance guidelines, which provide direction for ethical behavior across all business, operational, and institutional relationships. These commitments are inspired by internationally recognized intergovernmental instruments, including the principles of the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights. The company also adopts due diligence practices aimed at identifying, preventing, mitigating, and remediating ethical, social, and environmental risks, while applying the precautionary principle in decision-making to avoid adverse impacts on the environment, society, or its own operations.

Respect for human rights is a fundamental principle of the organization's operations. The company adopts policies designed to ensure non-discrimination, equal opportunity, the prevention of child labor and forced labor, and the promotion of decent working conditions. These commitments are guided by international references, particularly the Universal Declaration of Human Rights and the fundamental conventions

of the International Labour Organization (ILO). The company also pays particular attention to potentially vulnerable groups, including contracted workers, women, persons with disabilities, migrants, and other minority groups, extending these principles throughout its value chain.

Responsible business conduct commitments are approved directly by the Executive Board, which serves as the company's highest governance body. Given the company's streamlined organizational structure, decisions related to corporate policies are made jointly by the Executive Board members. The established guidelines apply to all organizational activities, covering operational, administrative, and financial areas, while also guiding relationships with suppliers, service providers, logistics partners, and commercial partners, particularly with respect to compliance with legal, environmental, labor, and human rights requirements.

These commitments are communicated through multiple channels. For employees, the guidelines are introduced during onboarding processes through the distribution of the Code of Conduct and the Camaçari Employee Handbook, as well as through guidance on integrity and corporate responsibility principles. Awareness initiatives are conducted on topics such as ethical conduct, conflict-of-interest prevention, and respect for human rights. In relationships with business partners, the company reinforces its expectations through contractual clauses and formal communications emphasizing the importance of compliance with ethical and legal standards.

The implementation of these commitments is overseen by the Executive Board. Although some procedures remain under development, the principles of ethics, responsibility, and compliance continue to guide leadership decisions and organizational practices.

The company also maintains internal policies designed to strengthen corporate integrity, including its [Privacy Policy](#) , [Compliance Manual](#) , and the Camaçari Employee Handbook. These guidelines form part of the organization's governance framework and are intended to promote an ethical culture, ensure compliance with applicable legislation, and mitigate legal and reputational risks. Among the commitments undertaken are initiatives aimed at strengthening the culture of integrity and continuously improving ethical management practices, which are periodically monitored by the company.





Management of negative impacts

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

The management of negative impacts related to business ethics is conducted through structured processes for monitoring, risk assessment, and internal controls. These processes include internal audits, periodic risk assessments, contractual reviews, and reporting mechanisms such as the whistleblowing channel. Key risks identified include fraud, corruption, misconduct, and vulnerabilities related to data protection. At the same time, the adoption of these practices contributes to positive outcomes, including enhanced stakeholder trust, strengthened corporate reputation, greater social engagement, and the development of a more transparent and ethical work environment. These activities are led by the Compliance and Legal departments, with support from external audits and oversight by senior leadership.

A significant portion of potential negative impacts is directly associated with the company's own operations, particularly in situations involving inappropriate conduct or isolated internal failures. Risks related to the value chain are also considered, especially in relationships with suppliers and business partners. To mitigate these risks, the company reinforces integrity-related contractual provisions, expands due diligence procedures, and promotes initiatives aimed at strengthening ethical alignment among its strategic partners.

The prevention of adverse impacts also involves training and internal communication initiatives. The company provides mandatory ethics and compliance training, promotes internal awareness campaigns regarding expected conduct, and requires employees to acknowledge their responsibilities through formal declarations. When negative impacts are identified, internal investigations are conducted and appropriate

disciplinary measures are applied, together with corrective or remedial actions whenever necessary. At the same time, the organization recognizes and encourages good practices and incorporates ethical conduct criteria into performance evaluations and career development processes.

These initiatives are continuously monitored by the Compliance function with support from senior leadership. External audits complement this oversight process, contributing to the continuous improvement of control and governance practices. The organization also maintains communication channels dedicated to receiving reports, complaints, and inquiries related to business conduct.

In 2025, key developments included strengthening the culture of integrity through expanded employee training on ethics and compliance, improvements to incident response procedures related to security and privacy, and enhanced personal data protection practices across customer service channels and digital platforms. These initiatives contributed to reducing legal and reputational risks, strengthening stakeholder confidence, and improving the security of internal processes.

Although the company does not yet have a formal policy specifically dedicated to remediation, it recognizes the importance of identifying and mitigating any adverse impacts arising from its activities. In such situations, the Executive Board assumes direct responsibility for implementing corrective actions and promoting dialogue with affected parties, seeking appropriate solutions on a case-by-case basis. This process is supported by the responsible function, which monitors reported concerns, assesses the effectiveness of reporting mechanisms, and uses lessons learned to prevent future risks and continuously strengthen the organization's ethical culture.

Whistleblowing channel

_ GRI 2-26

The company maintains an active whistleblowing channel as a mechanism to promote integrity and transparency across its operations. The channel is available to employees, business partners, and other stakeholders, allowing reports to be submitted through the following email addresses: regulation@byd.com 📧, for the Camaçari, Bahia operation, and compliance@byd.com 📧, for all other operations. Reports may be submitted anonymously and securely, ensuring confidentiality and the protection of reporting parties.

The purpose of this mechanism is to enable the reporting of misconduct, ethical violations, or other situations that may pose risks to the organization, individuals, or its operations. All reports received are handled by the Compliance Department with seriousness, impartiality, and confidentiality, ensuring appropriate investigation

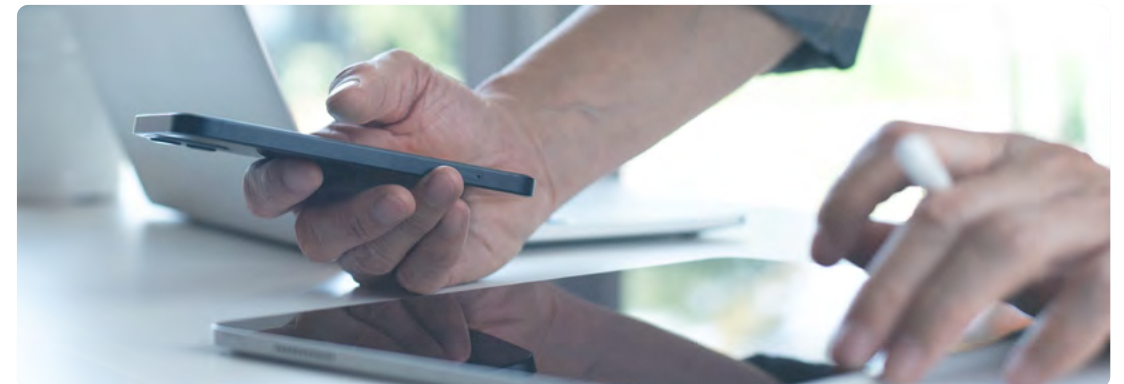
and the implementation of corrective measures whenever necessary. The company also maintains a non-retaliation policy, ensuring that good-faith reporting parties are protected from any form of adverse treatment resulting from their reports or disclosures.

The monitoring of reports is conducted by the Compliance Department, which is responsible for tracking case progress, ensuring the traceability of actions taken, and promoting the continuous improvement of internal processes. Lessons learned from the reports received contribute to the prevention of future risks and to the strengthening of the organization's ethical culture.

CONTACT US BY EMAIL:

REGULATION@BYD.COM (CAMAÇARI - BAHIA)

COMPLIANCE@BYD.COM (OTHER FACILITIES)





Labor rights management

_ GRI 3-3 Labor Rights

The management of labor rights is guided by principles of respect, safety, and employee appreciation, aligned with Brazilian labor legislation and international commitments related to human rights and labor. The company's guidelines are consolidated in its Code of Conduct and Employee Handbook (applicable to employees in Camaçari, Bahia), which establish standards for promoting an inclusive, safe, and respectful work environment. Commitments include the promotion of appropriate working conditions, the reduction of absenteeism associated with occupational health issues, and the strengthening of talent development and employee recognition programs.

The organization maintains structured processes to identify and assess actual and potential impacts related to labor rights

management, particularly regarding employee well-being. These processes include occupational risk assessments, health and safety audits, and the monitoring of indicators such as turnover, absenteeism, medical leave, and concerns reported through internal channels. Identified risks include occupational health and safety issues as defined in the Risk Management Program (PGR). At the same time, initiatives aimed at promoting appropriate working conditions contribute to positive impacts, including greater employee engagement, increased productivity, and the strengthening of a workplace environment aligned with health and safety standards.

Potential negative impacts related to labor rights may arise primarily within the company's own operations, in situations involving demanding work schedules or occasional shortcomings in workplace conditions. Risks associated with the supply chain are also monitored through contractual clauses

requiring compliance with labor legislation and through supplier and contractor qualification processes that consider social and labor-related criteria.

Several initiatives are implemented to prevent adverse impacts. These include workplace exercise programs, physical and mental health campaigns, and mandatory training on topics such as workplace harassment and sexual harassment. The company also conducts periodic monitoring of workplace safety and ergonomic conditions, implementing corrective actions whenever necessary. In cases where actual adverse impacts occur, such as workplace accidents or reports related to harassment or discrimination, internal investigations are conducted with the participation of the Human Resources, Legal, and Occupational Health and Safety departments, ensuring proper assessment of the facts and the implementation of corrective and remedial measures when applicable.

Management of this topic is led by the Human Resources, Legal, and Compliance departments, with support from senior leadership. The organization monitors indicators related to employee well-being and people management, including average return-to-work time following leave and employee satisfaction levels. Internal audits are conducted regularly and, at certain facilities, external occupational health and safety audits are also performed. In addition, the company maintains an ombudsman channel for concerns related to working conditions, harassment, or discrimination, ensuring confidential handling and follow-up of actions taken. At the Camaçari facility, given the operation's recent start-up phase and ongoing organizational development, compliance and labor relations matters are managed jointly by the Human Resources and Legal departments.



Corruption risk assessment

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

BYD in Brazil treats anti-corruption efforts as a central element in fostering an ethical, transparent, and integrity-driven business environment. The company acts continuously to prevent and combat unlawful practices, including bribery, fraud, extortion, collusion, money laundering, influence peddling, and any conduct that violates legal requirements or ethical principles.

The management of this topic is conducted through a structured approach aligned with the company's integrity and corporate governance guidelines. Relevant practices are formalized through instruments such as the Compliance Manual, which addresses anti-corruption measures and conflict-of-interest management, as well as the Privacy Policy and the Code of Conduct. These documents are supported by ongoing control procedures, audits, and internal training programs that reinforce the culture of compliance and promote continuous improvement in business practices.

Senior leadership plays an active role in strengthening these

guidelines, ensuring that ethics and integrity principles are embedded in corporate decisions and operations. This commitment contributes to the development of an organizational environment founded on responsibility and transparency.

In 2025, no corruption-related cases were reported through the Whistleblowing Channel, and no confirmed incidents involving employees, suppliers, or business partners were identified. This outcome reflects the effectiveness of the company's internal controls and compliance practices. As no cases were recorded during the reporting period, there was no need to implement corrective or disciplinary measures.

At present, the company does not yet maintain structured quantitative indicators for the direct measurement of corruption-related matters, such as the number of identified cases or estimates of avoided losses. This condition is associated with the absence of formal incidents during the reporting period. Nevertheless, the company recognizes the importance of advancing in this area and is evaluating enhancements to its monitoring mechanisms, with a focus on establishing more robust targets, indicators, and processes in future reporting cycles.

Personal data protection and privacy

_ GRI 418-1; 3-3 Customer Privacy Protection

The protection of personal data and information privacy is treated as a priority in the company's management practices. The measures adopted follow the guidelines established in the Privacy Policy, which governs the collection, processing, storage, and transfer of personal data in compliance with the Brazilian General Data Protection Law (LGPD – Law No. 13,709/2018), the Brazilian Civil Rights Framework for the Internet (Law No. 12,965/2014), and other applicable regulations. These guidelines are intended to ensure transparency in the processing of information, prevent risks, and safeguard the integrity and security of data under the organization's responsibility.

During the reporting period, no substantiated complaints related to customer privacy breaches were recorded, nor were there any incidents involving data leaks, theft, or loss of information. Likewise, no complaints from regulatory authorities or confirmed external reports related to the improper use of personal data were received. This result reflects the adoption of internal information security and control mechanisms, including risk management procedures, technical monitoring, and oversight of data protection practices.

Privacy management involves ongoing processes for identifying and assessing risks associated with the processing of personal data. These assessments cover data collection, storage, and processing points, including the use of digital technologies such as cookies, tracking tools, and consent management systems. The analysis also seeks to evaluate potential impacts on data subjects, ensuring that

risks related to data breaches, unauthorized access, or improper use are appropriately mitigated.

Privacy-related risks are primarily associated with the organization's internal data processing activities, including technical and operational aspects related to information security. To mitigate these risks, the company adopts preventive measures such as strict access controls that limit information access to authorized individuals bound by confidentiality obligations, storing data in secure technological environments, and using consent management tools that allow data subjects to authorize, review, or modify their preferences regarding the use of their personal data.

The organization also maintains procedures for responding to potential information security incidents, including actions designed to isolate and address possible occurrences. These procedures include communication with affected data subjects and with the Brazilian National Data Protection Authority (ANPD) when applicable, as well as the implementation of corrective measures and, when necessary, remedial actions.

In addition to risk mitigation measures, the company seeks to generate positive impacts related to privacy protection. Transparent disclosure of data processing practices strengthens trust-based relationships with customers and other stakeholders. The organization also makes ongoing investments in enhancing information security systems and in the technical training of teams responsible for data management.

Oversight of these practices is conducted by senior management together with the responsible area, which





WHAT OUR TEAM SAYS



“BYD’s Privacy Policy serves as a mandatory reference for employees and business partners, promoting consistency in personal data processing practices, reducing legal and operational risks, and ensuring that the company’s activities are conducted in compliance with the LGPD and the rights of data subjects.”

Cesar de Lima de Souza
Attorney, BYD do Brasil



monitors compliance with data protection guidelines and evaluates the effectiveness of control mechanisms. Performance indicators are used to monitor attempted unauthorized access, security incidents, and levels of compliance with established processes. Internal audits and periodic reviews complement this monitoring process.

Data subjects have access to dedicated channels through which they can exercise their rights or submit questions and concerns related to privacy. Contact can be made through the email address lgpdr@byd.com , with the exception of the Camaçari plant, which is expected to establish its own dedicated privacy channel in the near future. Policies and procedures are also updated regularly to reflect changes in the technological environment, regulatory requirements, and stakeholder feedback. Currently, there are no incentive or bonus programs directly linked to privacy management for employees or members of senior management.



REGULATION



Among the policies and regulations governing this commitment, the following stand out:

- BYD Brazil Privacy Policy  ;
- Brazilian General Data Protection Law (LGPD);
- Brazilian Civil Rights Framework for the Internet (Marco Civil da Internet).



Supplier relationships

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

BYD collaborates with all stakeholders to promote sustainable development, advancing from alignment around shared objectives to the joint creation of an ecosystem. Throughout the year, the company held 12 supplier exchange meetings and 36 technical workshops aimed at supporting the joint growth of its partners through technology sharing and the exchange of knowledge on standards and best practices.

At the same time, the company is developing a localized manufacturing system together with global partners, establishing an efficient, resilient, and reliable supply chain network. Its integrated collaboration with upstream and downstream companies also strengthens risk response capabilities, contributing to the stability of global operations.

The company adopts responsible procurement practices and continuously seeks to improve ESG performance throughout its supply chain. In this context, it encourages the sustainable sourcing of materials, promotes business relationships based on environmental and social responsibility, and supports the progressive increase of local content within its production chain.

Part of the passenger vehicles, forklifts, trucks, energy storage batteries, and EV chargers commercialized in Brazil are imported from BYD's headquarters in China. Consequently, the global guidelines and supplier management practices adopted by the company directly influence operations in the Brazilian market. The company's approach is guided by internationally recognized frameworks and initiatives, including 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).

Based on these principles, the company has developed global management instruments such as the Supply Chain ESG Management Regulation, which establishes supplier requirements related to labor rights, occupational health and safety, environmental management, and other relevant aspects of corporate responsibility. Suppliers' ESG performance is continuously monitored as part of the company's supply chain management and oversight processes.

Responsible mineral sourcing

BYD has established a management framework for the responsible sourcing of minerals in accordance with the OECD Due Diligence Guidance, the European Union Corporate Sustainability Due Diligence Directive (CSDDD), and the Guidelines for Social Responsibility in Outbound Mining Investments issued by the China Chamber of Commerce of Metals, Minerals & Chemicals Importers & Exporters (CCCMC).

As part of the supplier qualification process, BYD requires compliance with responsible mineral sourcing requirements. The BYD Global Supplier Code of Conduct requires suppliers to implement management systems and due diligence policies for the responsible sourcing of minerals and to provide due diligence reports upon request. Suppliers are also expected to communicate and monitor these requirements throughout their own supply chains.

The company periodically assesses the mineral supply chains of suppliers that use materials such as tantalum, tin, tungsten, and gold in their products or manufacturing processes, verifying whether smelters, refiners, and mines comply with responsible sourcing requirements.

In 2025, based on the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT) developed by the Responsible Minerals Initiative (RMI), the company developed the BYD Due Diligence Questionnaire for Critical Mineral Suppliers, which was applied to strategic raw material suppliers.

For future reporting cycles, the company intends to expand the scope of due diligence assessments across its mineral supply chain, strengthen control mechanisms, develop action plans for identified issues, and monitor their implementation, thereby reinforcing a closed-loop risk management system.





Supply chain of BYD in Brazil

The company's supply chain is composed of a diverse network of partners and suppliers that support the operation of its various business segments. In addition to its relationships with suppliers and customers, the organization maintains commercial ties with service providers, raw material suppliers, logistics operators, dealerships, B2B customers, industry associations, public agencies, employees, labor unions, and other stakeholders. This network supports the company's industrial, commercial, and service activities and strengthens its position in the electric mobility, energy, and technology sectors.

Supply chain management is guided by responsible procurement principles and seeks to progressively incorporate environmental, social, and governance (ESG) considerations. In this context, the company encourages the sustainable sourcing of materials, promotes the gradual increase of local content within its operations, and fosters business relationships based on responsibility, integrity, and sustainability.

Domestic production includes the manufacturing of 100% electric bus chassis, photovoltaic modules, and batteries for electric buses, as well as the local assembly of solar kits. Passenger vehicles are assembled under the Semi-Knocked Down (SKD) system, a logistics and manufacturing model in which vehicles are imported partially assembled—with body, engine, and transmission already completed—and undergo final assembly stages in Brazil.

To support these activities, the company operates a hybrid sourcing structure consisting of Brazilian suppliers and imported components. In the case of bus chassis, approximately 31% of the components used are sourced from domestic suppliers, while photovoltaic module production still relies



WHAT OUR TEAM SAYS



“Since arriving in Camaçari, BYD has focused not only on building its manufacturing facility but also on generating significant demand for local products and services, always supported by economic feasibility studies that demonstrate the need for regional development. Through rigorous supplier standards, the company has invested in partnerships and the strengthening of the local supply chain, promoting initiatives such as the ‘BYD Wants to Meet You’ program, which brought together more than 130 supplier companies and enabled direct engagement with Procurement managers. The result has been stronger relationships and the creation of opportunities for companies that meet the company’s requirements, paving the way for a more robust and integrated industrial hub.”

Rafael Galvão

Procurement Manager, BYD Auto do Brasil



entirely on imported components. Nevertheless, the organization has adopted strategies to progressively increase local content levels, contributing to the strengthening of domestic industry and value creation within the country.

There is not yet a formal, structured supplier assessment policy specifically focused on ESG criteria. However, initiatives are underway to strengthen this process. Among them is the implementation of a tool designed to collect and analyze information on business partners, including data on legal incorporation, ownership structure, financial standing, and any legal proceedings, including those related to ESG issues or negative media exposure. The tool will also enable the application of ESG-specific questionnaires for suppliers, laying the foundation for the future implementation of a structured supplier validation and qualification process.

At the Camaçari, Bahia Facility, all suppliers are required to complete a Corporate Social Responsibility questionnaire as part of the supplier qualification process. In addition, contracts with business partners already include Compliance clauses covering responsibilities under the Brazilian Anti-Corruption Law, acknowledgment of and adherence to the company's Code of Ethics and Conduct, and compliance with the Brazilian General Data Protection Law (LGPD).

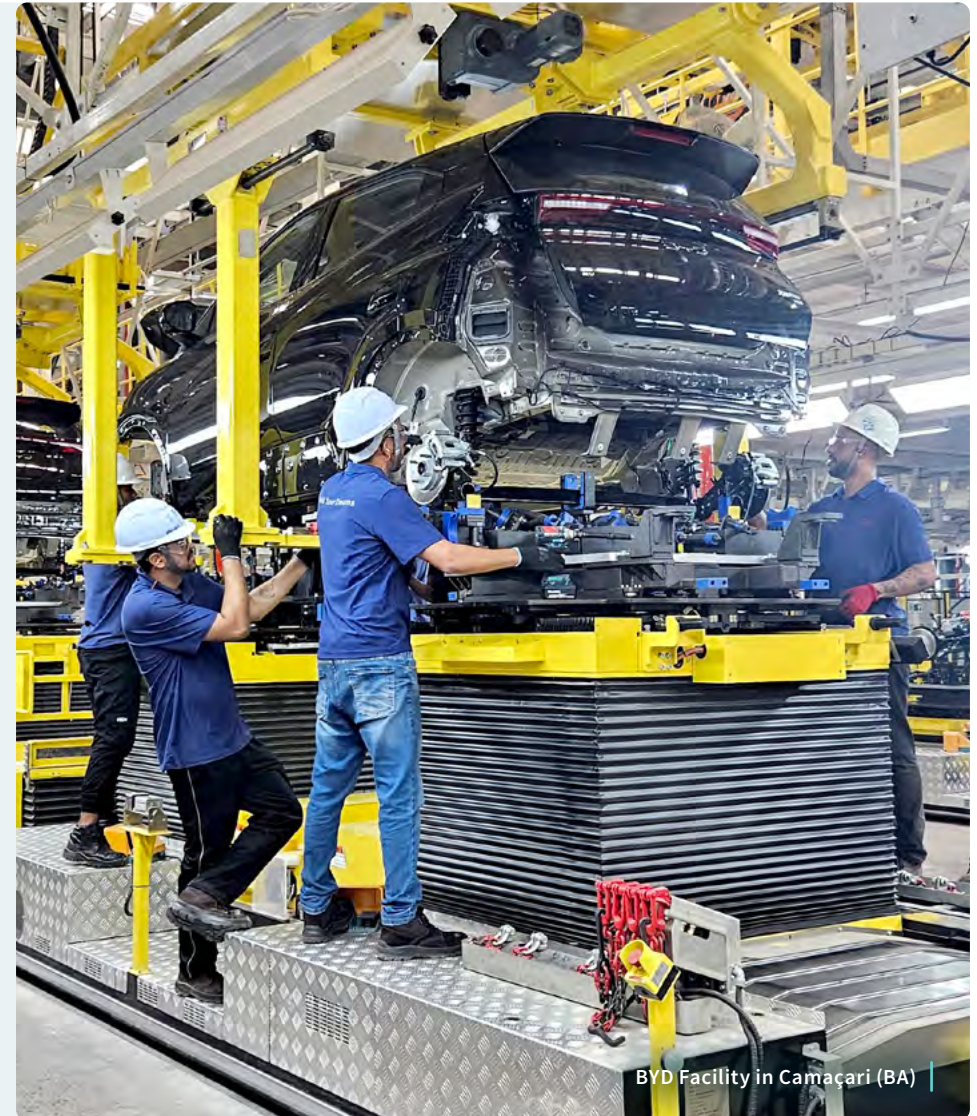
BYD wants to meet you

In 2025, the company launched the “BYD Wants to Meet You” initiative, designed to strengthen relationships with Brazilian suppliers interested in becoming part of the production chain of the company’s manufacturing facility in Camaçari, Bahia. The initiative aims to identify domestic companies capable of supplying parts, components, services, and industrial solutions to support the operation of the automotive complex, strengthening local production and increasing the participation of Brazilian industry in the electrified mobility value chain.

The initiative forms part of the company’s strategy to progressively increase the localization rate of components used in vehicle production in Brazil. By establishing direct engagement with Brazilian companies, the project seeks to identify potential industrial partners capable of contributing to the development of the automotive supply chain associated with the Camaçari operation, expanding business opportunities while supporting job creation and technological development in the country.

The project also reinforces the role of the Camaçari Industrial Complex as a strategic hub for the expansion of electric mobility in Latin America. By connecting domestic suppliers with industrial operations, the company contributes to strengthening the local production ecosystem and consolidating a supply chain that is increasingly integrated with the Brazilian market.

Through this initiative, the company reaffirms its commitment to the development of Brazilian industry, the creation of value within the country, and the establishment of a production chain that is increasingly connected to the operations of the Camaçari facility and to the expansion of sustainable mobility in Brazil.



BYD Facility in Camaçari (BA) |

BYD Auto do Brasil

Technology for a green future

_ SDGs 7; 11 and 13

BYD Auto do Brasil has established itself as the company's primary growth driver in the country, becoming the most strategic segment of its operations. Throughout 2025, the expansion of the brand's presence in the Brazilian automotive market was driven by the combination of technological innovation, the expansion of its commercial network, and the strengthening of local manufacturing capabilities. This momentum helped position the company among the fastest-growing automakers in the country and as one of the leading references in the electrification of mobility.

IN THIS SECTION:

- 52 MODELS
- 58 EXCLUSIVE TECHNOLOGIES
- 59 BYD AUTO DO BRASIL MANUFACTURING FACILITY
IN CAMAÇARI (BA) – BYD IS FROM BRAZIL
- 61 AUTOMOTIVE AFTER-SALES SERVICES
- 62 PARTNERSHIPS





BYD Facility in Camaçari (BA) |

In 2025, more than 100,000 electric and plug-in hybrid vehicles were sold in the Brazilian market, exceeding the volume recorded in the previous year and reinforcing the brand's rapid growth trajectory in the country. In just over three years of operating in Brazil's passenger vehicle segment, the company also surpassed the milestone of 200,000 registered electrified vehicles, consolidating its presence in the national market and expanding the adoption of low-emission mobility technologies.

Among the models that contributed to this performance were electrified vehicles across different categories, combining en-

ergy efficiency, advanced technology, comfort, and value for money. These attributes have expanded Brazilian consumers' access to electrified mobility and strengthened the brand's position in the country.

Another significant milestone in 2025 was the advancement of the company's industrial and commercial footprint in Brazil. The inauguration of the Camaçari Industrial Complex in Bahia, considered the largest electric vehicle manufacturing facility in Latin America and BYD's largest operation outside Asia, represents a strategic step forward for local production

and for the development of Brazil's electrified automotive industry. The facility reinforces the company's expansion strategy and contributes to strengthening the domestic production chain.

Alongside its industrial expansion, the dealership network also advanced significantly. In 2025, the company surpassed the milestone of 200 dealerships across the country, expanding its presence in multiple regions and strengthening proximity to consumers. The growth of the commercial network accompanies increasing demand for electrified vehicles

and contributes to consolidating the brand's position in the Brazilian market.

This set of initiatives reinforces the company's position as a leading force in the energy transition within Brazil's automotive sector. The combination of technological innovation, expanded local production, growth of the commercial network, and consistently increasing sales demonstrates the company's consolidation as one of the main drivers of mobility transformation in Brazil.



Models



BYD Dolphin Mini

BATTERY ELECTRIC VEHICLE (BEV)

The BYD Dolphin Mini is a compact battery electric hatchback designed for urban mobility. The model is built on the e-Platform 3.0 and equipped with the Blade Battery, BYD's proprietary technology recognized for its safety and energy efficiency. Combining compact dimensions, low energy consumption, and a driving range of approximately 280 km, the vehicle offers an accessible and sustainable solution for everyday urban transportation.

- ✓ Canaltech Awards (8th Edition): Electric Car of the Year
- ✓ World Car Awards: World Urban Car
- ✓ Autoinforme Clean Mobility Award: Best Energy Efficiency
- ✓ Carsughi L'Auto Preferita 2025: Entry-Level Electric Vehicle up to R\$200,000
- ✓ Autoinforme Seal: Highest Resale Value – Entry-Level Battery Electric Vehicle
- ✓ Autoinforme Seal: Highest Resale Value – Battery Electric Vehicle Overall
- ✓ Brazilian ESG Association Award: 2nd Place in the Energy Efficiency Category



BYD Dolphin

BATTERY ELECTRIC VEHICLE (BEV)

The BYD Dolphin is an electric hatchback from the Ocean Series that combines modern design, advanced technology, and energy efficiency. Developed on the e-Platform 3.0, the model offers a driving range of approximately 291 km and fast-charging capability, in addition to connectivity and safety features that reinforce its proposition as an intelligent electric mobility solution for both urban and highway driving.



BYD Dolphin Plus

BATTERY ELECTRIC VEHICLE (BEV)

The BYD Dolphin Plus is a more powerful, fully electric version of the Dolphin lineup. The model delivers approximately 204 horsepower and a driving range of around 330 km, combining performance, energy efficiency, and advanced driving technology. Like other models in the lineup, it is built on the e-Platform 3.0 and equipped with the Blade Battery.

- ✓ Quatro Rodas Best Buy Award 2025: Electric Vehicle up to R\$200,000



BYD Han

BATTERY ELECTRIC VEHICLE (BEV)

The BYD Han is a premium, high-performance electric sedan. The model combines advanced technology, sophisticated design, and enhanced safety and connectivity features, delivering a powerful and comfortable driving experience. The vehicle forms part of BYD's strategy to expand the availability of electric vehicles across different market segments.



BYD Seal

BATTERY ELECTRIC VEHICLE (BEV)

The BYD Seal is a fully electric sports sedan developed to deliver both performance and energy efficiency. The model can accelerate from 0 to 100 km/h in approximately 3.8 seconds and features high power output, advanced driver-assistance systems, and onboard technologies focused on comfort and connectivity.

- ✔ Autoesporte Buying Guide 2025: Best-Value Premium Electric Vehicle
- ✔ Quatro Rodas Best Buy Award 2025: Electric Vehicle up to R\$500,000
- ✔ Quatro Rodas Readers' Choice 2025: Mid-Size Sedan
- ✔ Carsughi L'Auto Preferita 2025: Mid-Range Electric Vehicle between R\$201,000 and R\$450,000



BYD Tan

BATTERY ELECTRIC VEHICLE (BEV)

The BYD Tan is a full-size battery electric SUV with seating for up to seven occupants. The model stands out for its spacious interior, high performance, and the use of a high-capacity Blade Battery that provides extended range and fast-charging capability. The vehicle combines comfort, technology, and safety in a segment aimed at families and premium users.



BYD Yuan Plus

BATTERY ELECTRIC VEHICLE (BEV)

The BYD Yuan Plus is a compact battery electric SUV that combines performance, technology, and modern design. The model offers rapid acceleration and energy efficiency comparable to that of more powerful internal combustion vehicles, making it an attractive option for consumers seeking a high-performance electric SUV with strong driving range.



BYD Yuan Pro

BATTERY ELECTRIC VEHICLE (BEV)

The BYD Yuan Pro is a compact battery electric SUV designed to provide comfort, safety, and ease of driving. The model combines balanced dimensions, generous interior space, and efficient electric propulsion technology, targeting consumers seeking an urban vehicle with SUV characteristics.

-  Quatro Rodas Award: Lowest Cost of Ownership 2025 – Electric Vehicles
-  Autoesporte Buying Guide: Best-Value Electric Vehicle



BYD Atto 8

PLUG-IN HYBRID ELECTRIC VEHICLE (PHEV)

The BYD Atto 8 is a plug-in hybrid SUV equipped with BYD's DM technology, combining an internal combustion engine with electric propulsion. The model features all-wheel drive, high combined power output, and a combined driving range of up to approximately 900 km, delivering both performance and energy efficiency for long-distance travel and urban use.



BYD King DM-i

PLUG-IN HYBRID ELECTRIC VEHICLE (PHEV)

The BYD King DM-i is a plug-in hybrid sedan equipped with BYD's DM-i Super Hybrid technology. The system combines an electric motor and an internal combustion engine to deliver high energy efficiency, low fuel consumption, and a combined driving range exceeding 1,200 km.



BYD Shark

PLUG-IN HYBRID ELECTRIC VEHICLE (PHEV)

The BYD Shark is a plug-in hybrid pickup truck designed for applications requiring power and off-road capability. The model utilizes DMO technology, featuring intelligent electric all-wheel drive and combined power output of up to 437 horsepower, delivering high performance together with energy efficiency.

- ✓ Car Magazine Car Awards: Best Pickup Truck



BYD Song Plus DM-i

PLUG-IN HYBRID ELECTRIC VEHICLE (PHEV)

The BYD Song Plus DM-i is a mid-size plug-in hybrid SUV that utilizes DM-i Super Hybrid technology to combine energy efficiency, extended driving range, and low fuel consumption. The model stands out for its comfort, onboard technology, and strong balance between performance and efficiency.

- ✓ Estadão Mobility Awards 2026: Best Hybrid Vehicle up to R\$300,000



BYD Song Plus Premium DM-i

PLUG-IN HYBRID ELECTRIC VEHICLE (PHEV)

The BYD Song Plus Premium DM-i is a higher-specification version of the Song Plus, retaining DM-i plug-in hybrid technology. The model offers enhanced interior finishes, additional technological features, and efficient performance, targeting consumers seeking an electrified SUV with greater comfort and sophistication.

- ✓ Go Where Awards 2025: Hybrid/Electric Vehicle up to R\$500,000



BYD Song Pro DM-i

PLUG-IN HYBRID ELECTRIC VEHICLE (PHEV)

The BYD Song Pro DM-i is a plug-in hybrid SUV that combines modern design, spaciousness, and DM-i propulsion technology. The model offers extended driving range, energy efficiency, and a comfortable driving experience, making it one of the brand's leading electrified options in the mid-size SUV segment.

- ✓ Quatro Rodas Best Buy Award 2025: Hybrid Vehicle up to R\$200,000
- ✓ Top Car TV Award: Best Hybrid Vehicle up to R\$249,000



Brazilian-Made Electrified Vehicles

On July 1st, 2025, the company unveiled the first BYD Dolphin Mini manufactured in Brazil, marking an important milestone in the expansion of electric mobility in the country. The model, the best-selling electric vehicle in the Brazilian market, symbolizes the advancement of domestic electrified vehicle production and the strengthening of the company's strategy in the low-emission vehicle segment.

Internationally recognized, the BYD Dolphin Mini has already surpassed 1 million units produced worldwide and was named World Urban Car of the Year 2025 by the World Car Awards. In Brazil, the model also achieved outstanding sales performance, exceeding 34,000 units sold and establishing itself as one of the most popular electric vehicles among consumers.

The introduction of the domestically produced Dolphin Mini was accompanied by the launch of the brand's first Brazilian-made Super Hybrid vehicle, the Song Pro. Both models are part of the company's strategy to expand access to electrified mobility through vehicles that combine energy efficiency, advanced technology, and solutions designed to reduce emissions.



Inauguration of the BYD Facility in Camaçari, Bahia



Launch of the Denza Brand in Brazil

Denza, BYD's premium brand focused on innovation and sophistication, made its debut in Brazil at one of the most iconic events in the country's fashion and lifestyle calendar: the celebration of the 50th anniversary of Vogue Brasil, held in São Paulo. The participation formed part of the brand's pre-launch strategy in the country and reinforced its positioning by associating cutting-edge technology with exclusive experiences connected to the worlds of luxury and creativity.

The highlight of the event was the Denza Z9GT, a fully electric sports coupe that represents the state of the art in the brand's design and engineering. The model combines the refined styling of the European design school, led by designer Wolfgang Egger, with advanced technological solutions such as the e³ Platform and intelligent driving features, including parking assistance in confined spaces. With elegant proportions, flowing lines, and a commanding presence, the vehicle embodies the concept that technology can serve as a platform for aesthetic expression and innovation.

The initiative also represents an important step in establishing Denza in the Brazilian market, ahead of the brand's official launch in the country. By combining electric mobility, sophisticated design, and premium experiences, the company reinforces its ambition to redefine the premium automotive segment, positioning itself as a benchmark for innovation and elegance within the context of the energy transition.





Exclusive technologies

BYD Super Hybrid Flex Fuel

The Super Hybrid Flex Fuel technology represents an innovation by integrating a flex-fuel engine with an electric-based plug-in hybrid architecture. Developed specifically for Brazil, this solution is the result of collaboration between Brazilian and Chinese engineers and researchers, taking into account the characteristics of the country's market and energy matrix. The system was designed to operate with any blend of gasoline and ethanol, a renewable fuel widely used in Brazil. This technology combines the efficiency of electric propulsion with the flexibility of a flex-fuel engine, expanding low-emission mobility alternatives while leveraging the potential of biofuels in the energy transition.



BYD Super Hybrid

The BYD Super Hybrid technology, known as DM (Dual Mode) or DM-i, combines an electric motor with an internal combustion engine to deliver high energy efficiency and extended driving range. In this system, the vehicle prioritizes electric propulsion, while the combustion engine operates primarily to extend range or generate energy when needed. This integration provides quiet driving, low fuel consumption, and reduced emissions while maintaining strong performance and driving comfort.

BYD e-Platform

The e-Platform is a technology platform developed by BYD specifically for battery electric vehicles. This architecture integrates key vehicle components, including the battery, electric motor, and electronic systems, into an optimized package that enhances efficiency, safety, and performance. The platform also utilizes a highly integrated electric propulsion system, increasing energy efficiency while contributing to greater driving stability and safety.



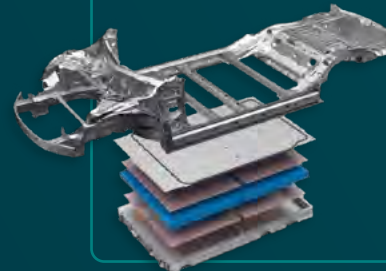
BYD DiSus System

The BYD DiSus System is an intelligent suspension and vehicle body control technology. The system continuously monitors and adjusts vehicle movements, controlling oscillations, body roll, and impacts during cornering, braking, or acceleration. As a result, it improves occupant comfort, enhances vehicle stability, and strengthens safety under a wide range of driving conditions.



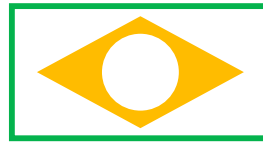
BYD Cell-to-Body (CTB) Technology

Cell-to-Body technology is an architecture that directly integrates battery cells into the vehicle structure. Under this system, the battery becomes part of the body structure itself, increasing structural rigidity and enhancing safety. This integration also enables better use of interior space while contributing to improved efficiency and performance in electric vehicles.





BYD IS FROM BRAZIL



BYD Auto do Brasil manufacturing facility in Camaçari (BA)

The company's industrial complex in Camaçari, Bahia, represents one of BYD's most significant industrial investments worldwide and marks a new chapter for the Brazilian automotive industry. The facility is BYD's largest manufacturing operation outside Asia and the largest electric vehicle factory in Latin America, positioning Brazil as a strategic hub for the production and development of electrified mobility technologies. The project symbolizes the company's long-term commitment to the country and reinforces its strategy of transforming Brazil into one of its leading global manufacturing centers.

The inauguration of the facility in 2025 marked the beginning of a new phase in the company's presence in Brazil. The plant rapidly progressed from the construction stage to full vehicle production, demonstrating the project's industrial and technological capabilities. Shortly after the start of operations, the complex reached the milestone of 10,000 vehicles produced, highlighting both the speed of operational growth and the strategic importance of domestic manufacturing to the company.

The Camaçari facility also represents a significant step forward in the company's strategy to localize the production of electrified vehicles in Brazil. The complex began local manufacturing of strategic models for the Brazilian market, including battery electric and plug-in hybrid vehicles, expanding the availability of domestically produced electrified automobiles. This initiative contributes to strengthening the national production chain and positioning Brazil as a key player in the energy transition within the automotive sector.

Beyond its industrial impact, the project plays an important role in the economic and social development of the region. Just over one month after its inauguration, the complex already employed more than 2,000 workers directly in its operations, a figure expected to grow as production expands and new phases of the project are implemented. The expectation is that the complex will generate thousands of direct and indirect jobs over the coming years, strengthening the regional economy and supporting the development of Brazil's automotive industry.



Wang Chuanfu, Chairman and President of BYD, and President Lula at the inauguration of the BYD Facility in Camaçari, Bahia.



The project also represents a technological leap forward for Brazil. The industrial complex was designed to integrate modern manufacturing processes, advanced automation systems, and technologies dedicated to the production of electrified vehicles. This structure enables the company to expand manufacturing capacity, accelerate the development of sustainable mobility solutions, and strengthen the brand's presence throughout the Latin American market.

With an initial production capacity estimated at 150,000 vehicles per year and the potential for expansion to even higher volumes in future investment cycles, the Camaçari facility reinforces the company's long-term vision for Brazil. The investment demonstrates that the country occupies a central position in BYD's global strategy, not only as an important market for electrified vehicles, but also as a center for innovation, industrial production, and technological development.

More than a new manufacturing facility, the complex represents a milestone for sustainable mobility in Latin America. The company's manufacturing presence in Camaçari demonstrates its commitment to Brazil's industrial development, the creation of skilled jobs, and the advancement of the energy transition in the automotive sector. By investing in local production, technology, and innovation, the company reaffirms its confidence in the country's potential and reinforces the idea that guides this new phase of its operations: BYD is increasingly from Brazil.



→ WHAT OUR TEAM SAYS



“Working at BYD, one of the world’s largest electric vehicle manufacturers, is a source of great pride for me. It is even more rewarding to see my son by my side, continuing a journey that I began in my youth. At just 19 years old, he is already part of BYD, and that fills me with joy and satisfaction. I am truly happy to experience this moment.”

George Reis Ferreira
Production Leader, BYD Auto do Brasil

George Emanuel Silva Reis
Logistics Operator, BYD Auto do Brasil



Automotive after-sales services

Automotive after-sales service is treated as a strategic element for strengthening customer trust and consolidating the brand's position in the Brazilian market. Activities in this area are guided by principles of transparency, clear communication, and commitment to customer safety. Every stage of customer service is designed to provide accurate information and qualified technical support, with a focus on continuously improving the efficiency and consistency of solutions, contributing to a positive experience throughout the customer journey with the company's products. In this context, customer experience management is carried out through the Intelligent Customer Satisfaction System (ICSS), a platform that integrates and monitors feedback received through multiple channels, including WhatsApp, email, the official website, and Reclame Aqui, ensuring traceability, standardization, and continuous improvement in response capabilities across the dealership network.

The rapid growth of the brand's presence in Brazil has also created challenges related to expanding the after-sales structure as the company continues to adapt its capacity to meet increasing demand. The company recognizes that establishing an efficient technical assistance network is essential to strengthening brand credibility among consumers. Throughout 2025, efforts were made to expand service capacity, improve processes, and strengthen technical support for dealerships nationwide, including enhancements in parts availability, service workflow organization, and repair time reduction.



WHAT OUR TEAM SAYS



“After-sales service is not just about repairing vehicles. It is about taking care of people. Behind every service interaction is a customer who trusts our brand. As our Global Vice President says, ‘We do not just sell cars, we build friendships.’ Our responsibility is to respond with agility, technical excellence, and transparency, ensuring that every experience strengthens that trust.”

—
Jacky Qiu

After Sales Director, BYD do Brasil





The company also maintains a dedicated quality team connected to BYD's global operations, responsible for monitoring vehicle performance and supporting the resolution of technical issues when necessary. This global integration is particularly important given that a significant portion of vehicle components is developed internally, allowing for greater technological control and faster identification of improvement opportunities.

Among the key challenges identified is the development of specialized professionals in electric vehicle technologies, particularly technicians and mechanics qualified to perform diagnostics and repairs efficiently. To address this challenge, the company invested in a structured training program for its network, achieving significant progress in the certification of service advisors, parts specialists, warranty professionals, and technical teams as part of an ongoing effort to expand technical capabilities across the network. In addition, partnerships have been established with technical training institutions, and continuous training programs are provided to dealerships and authorized service centers, further strengthening the network's technical expertise.

The efficiency of after-sales services also depends on adequate infrastructure. In this regard, the company continues to expand its logistics capabilities through the implementation of a new parts distribution center in Camaçari, Bahia, scheduled to begin operations in the next reporting cycle. The initiative is expected to improve service lead times and component availability.

Customer satisfaction is monitored through the Net Promoter Score (NPS), with a continuous improvement target extending through 2026. Current performance remains below the

desired level, and structured initiatives are underway to accelerate progress, focusing on process improvement, network strengthening, and service quality enhancement.

To further strengthen this structure, the company has established a strategic plan for 2026 based on four key pillars. The first pillar focuses on strengthening the dealership network through expanded technical training programs. The second involves increasing specialized technical support for electrified vehicles throughout the country. The third pillar is dedicated to enhancing customer service through the evolution of the customer relationship center and the ICSS platform, which integrates multiple service channels, monitors performance indicators, and connects dealerships to the customer response process. The fourth pillar focuses on improving spare parts logistics through inventory planning and distribution management to ensure greater service efficiency.

This set of initiatives is designed to strengthen the after-sales structure and support the brand's continued growth in Brazil. By investing in technical qualification, improving service processes, and expanding support infrastructure, the company aims to consolidate a robust and reliable assistance system capable of ensuring customer satisfaction and reinforcing long-term trust in the brand.

Partnerships

Partnership with 99

The partnership between BYD and the mobility platform 99 has contributed to expanding the presence of electric vehicles in Brazil's urban transportation sector. Currently, approximately 70% of the electrified fleet operated by drivers on the platform consists of BYD vehicles, demonstrating drivers' preference for the company's solutions. Models such as the Dolphin Mini, Dolphin, and King have been widely adopted by ride-hailing drivers, who use these vehicles in their daily passenger transportation activities.

The adoption of electric vehicles offers important operational advantages for drivers, including lower energy costs compared to conventional fuels and reduced maintenance expenses. These factors contribute to greater operational efficiency and improved cost predictability for those who rely on their vehicles as a source of income. By supporting the electrification of ride-hailing services, the company contributes to making urban mobility more sustainable while expanding public access to cleaner and more efficient transportation technologies.



More sustainable solutions

_ SDGs 7, 11 and 13

BYD aims to provide integrated clean energy and electric mobility solutions, contributing to the transition toward a low-carbon economy through technological innovation. With an industrial and technological presence in Brazil, the company operates across strategic business fronts, connecting smart mobility, renewable energy generation, and sustainable logistics to address climate change challenges and support the construction of a more sustainable future.

IN THIS SECTION:

- 65 CLEAN ENERGY SOLUTIONS
- 68 URBAN MOBILITY
- 70 GREEN LOGISTICS





A complete clean energy solution

BYD in Brazil offers a broad and diversified portfolio of sustainable solutions designed to meet decarbonization and efficiency demands across multiple sectors. Based on technological innovation and system integration, the company strategically promotes cleaner and smarter alternatives, contributing to emissions reduction, efficient resource use, and the development of a more sustainable growth model.

In urban mobility, the company expands its presence through electrified buses and the SkyRail transit system, contributing to the expansion of cleaner, quieter, and more efficient public transportation alternatives.

In the energy segment, the company provides photovoltaic modules and lithium battery energy storage systems, enabling the generation and efficient use of solar energy across different scales. In logistics and industrial operations, electric trucks and forklifts contribute to improved operational efficiency and emissions reduction, meeting the growing demand for more sustainable operations.

In 2025, the company reinforced its commitment to clean technology development through strategic partnerships, investments in applied research, and initiatives aimed at recognizing best practices. Through these efforts, the company continues to strengthen its position as a benchmark for industrial sustainability in Latin America, offering integrated solutions for a more sustainable, connected, and efficient future.



BYD SkyRail São Paulo Consortium



Clean energy solutions

Photovoltaic Modules

BYD Energy do Brasil has strengthened its position in the solar energy sector by establishing itself as one of Brazil's leading manufacturers of photovoltaic modules. The company's portfolio includes high-efficiency photovoltaic modules and energy storage systems for residential, commercial, industrial, and utility-scale applications. These solutions expand access to renewable energy and support the transition toward a more sustainable energy matrix.

With a fierce focus on innovation and performance, BYD Energy do Brasil continues to drive the expansion of clean energy through advanced facilities, contributing to decarbonization and the development of a more efficient and accessible energy system.

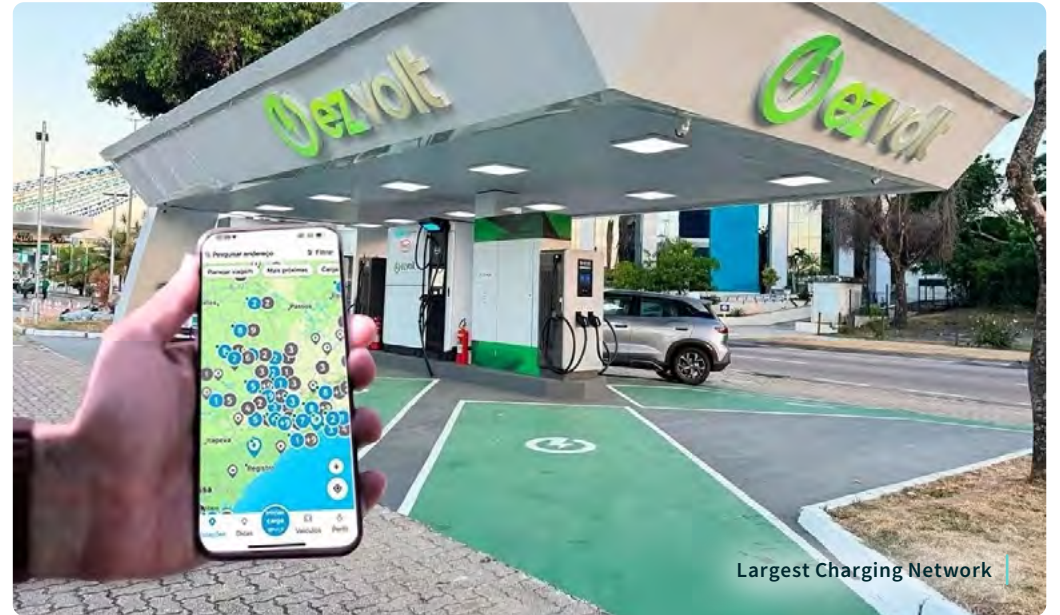


EV Chargers

The expansion of charging infrastructure remains one of the main challenges for the consolidation of electric mobility in Brazil. To address this challenge, BYD in Brazil has rapidly expanded its activities in EV charging solutions and the development of an integrated charging network, combining technology, strategic partnerships, and digital solutions that increase accessibility and efficiency for users.

The evolution of the BYD Recharge platform demonstrates this progress. In 2025, the network surpassed 5 GWh of energy delivered, representing estimated savings of approximately 550,000 liters of fossil fuels and the avoidance of around 1,151 tonnes of CO₂ emissions. This volume is equivalent to approximately 5.5 million kilometers traveled using clean energy, demonstrating the direct impact of electrification on emissions reduction.

The growth of infrastructure is also reflected in the network's reach. By the end of 2025, the company's ecosystem provided access to more than 5,023 charging points across Brazil, approximately 3,135 of which were directly connected to the application, providing real-time information on availability, pricing, and operating status. In addition, integration with partners such as EZVOLT and Tupi Mobilidade enabled the creation of one of the country's largest charging networks, with more than 1,500 chargers connected through a single platform and more than 450 additional charging stations incorporated into the interoperable network. At the same time, all dealerships in Brazil are equipped with charging infrastructure, including



DC fast chargers ranging from 60 kW to 120 kW and AC charging stations, ensuring support for both operational activities and customer experience.

In terms of user experience, the company has advanced with innovative solutions. The AutoCarga service, developed in partnership with Tupi Mobilidade, enables charging sessions to begin automatically when the vehicle is plugged in, eliminating the need to interact with applications or payment cards after initial activation. The platform also offers features such as charger reservations, filters by location, power output, and price, intelligent route planning based on battery charge level, and vehicle system

integration, as well as benefits such as discounts within partner networks, increasing convenience for users.

Through the continuous expansion of its network, the integration of mobility, and the strengthening of partnerships, BYD in mobility is advancing the development of a more robust, accessible, and mobility charging ecosystem. By directly addressing infrastructure challenges, the company contributes to accelerating the adoption of electrified vehicles and enabling a cleaner, more mobility, and more sustainable mobility model in the country.



Energy storage

The company has consolidated its position as a global leader in the energy storage sector by integrating advanced technology with sustainable, high-performance solutions. Recognized for its expertise in lithium iron phosphate (LiFePO₄) battery technology, the company continuously invests in research and innovation to deliver safe, efficient, and adaptable systems for a wide range of consumption profiles. Since entering this market as a pioneer in 2008, it has strengthened its position among the world's leading industry players, supporting the energy transition through low-carbon solutions.

Its activities cover the entire energy value chain, with systems that connect energy generation, power grids, and end users. These solutions improve the quality of power systems and make energy use more efficient for consumers, enabling applications such as load shifting, frequency regulation, ancillary services, and backup power supply. As a result, the company contributes to power system stability and the integration of renewable energy sources, supporting a cleaner and more efficient energy model.

In the residential segment, the B-Box system stands out for its safety, flexibility, and energy independence, meeting rigorous international standards for quality and performance. For commercial and industrial customers, the company offers intelligent solutions that optimize energy consumption, reduce electricity costs, and ensure business continuity. For utility-scale applications, the new Haohan XN solution features the world's largest LiFePO₄ cell, with an impressive capacity of 2,710 Ah, and a system capable of storing more than 14.5 MWh within a single 29-foot container (approximately 8.8 meters). These systems combine high reliability,

long service life, and economic competitiveness, providing rapid responses for load management, transmission and distribution congestion relief, and power grid stability support.

BYD Energy do Brasil after-sales services

The after-sales operation of BYD Energy do Brasil is structured around a data-driven approach, ensuring efficiency, traceability, and quality in customer service. Supported by a dedicated team, the company provides prompt responses and continuous monitoring of customer requests, reinforcing its commitment to customer experience throughout the entire lifecycle of its products and solutions.

Customer service is managed through an integrated platform that allows support tickets to be opened via WhatsApp, email, or direct access channels, providing convenience and transparency for both customers and technical teams. Each request is recorded, classified by category, and monitored through status updates, enabling organized management and follow-up until resolution.

To support this process, BYD Energy do Brasil uses the Desk Manager platform, integrated with WhatsApp, which provides reports and dashboards for performance monitoring and continuous improvement. The service workflow is structured into three stages: ticket registration, warranty resolution, and service completion.

Research and development

_ GRI 3-3: Innovation, Research and Development

BYD Energy do Brasil's innovation activities in the solar energy sector are supported by a continuous investment strategy in Research and Development (R&D), focused on technological advancement, operational efficiency, and workforce development. Since the inauguration of its Campinas (SP) facility in 2017, the company has continuously expanded its technical and scientific capabilities, building a robust foundation for the development of advanced photovoltaic energy solutions.

Complementing its internal research initiatives, BYD Energy do Brasil also strengthens partnerships with academic institutions and innovation centers. In 2025, in collaboration with the Photovoltaic Solar Energy Laboratory of the Federal University of Santa Catarina (UFSC) and its supporting foundation FEESC, the company is developing a Research and Development project focused on agrivoltaic technology applications. The initiative integrates photovoltaic solar energy generation with agricultural production within the same area, promoting technological innovation, efficient land use, and greenhouse gas emissions mitigation, in line with the objectives of the energy transition and a low-carbon economy.

Coordinated by the UFSC Photovoltaic Laboratory, the project includes an experimental infrastructure consisting of 195 BYD BTV36T bifacial photovoltaic modules developed by the BYD Energy do Brasil R&D team. The systems are being evaluated under different configurations, including fixed structures, vertical installations, and solar tracking systems, enabling comparative analysis of energy, thermal, and light performance under tropical conditions.



Project focused on applying UFSC's agrivoltaic technology

The research also includes the use of next-generation bifacial and semi-transparent photovoltaic technologies, with the objective of maximizing solar radiation utilization and improving microclimatic conditions for agriculture. The partial shading provided by the modules contributes to reducing evaporation, preserving soil moisture, and increasing crop resilience to climate change impacts, supporting more adaptive and sustainable agricultural practices.



Training and innovation for riverside communities in the Amazon

As part of its Research, Development, and Innovation (R&D&I) investment strategy, the Company expanded its activities in Brazil's Northern Region through the implementation of an educational program focused on riverside communities in the Amazon. Developed in partnership with SENAI and supported by the International Software Technology Center (CITS) and SUFRAMA, the initiative involved investments exceeding BRL 1.1 million and aimed to promote technical training, productive inclusion, and socioeconomic development in regions with limited access to infrastructure.

The program was delivered aboard the Samaúma vessel, SENAI's floating training school, and provided training to 320 students across 16 classes. Topics included photovoltaic systems, frequency inverters, Industry 4.0 fundamentals, information technology, sustainability, electricity, and health and safety, preparing participants for opportunities in a growing sector that is strategic to the energy transition. The initiative also included the evaluation of off-grid energy solutions using lithium batteries, adapted to the specific needs of riverside



communities, contributing to expanded access to autonomous and sustainable energy sources.

This initiative reinforces the Company's commitment to regional development and the democratization of access to technology by bringing technical knowledge and qualification opportunities to populations in remote areas. By integrating education, innovation, and sustainability, the project contributes to strengthening Brazil's clean energy ecosystem and expanding the positive social impact of the Company's operations.



WHAT OUR TEAM SAYS



At the Manaus Industrial Hub, BYD does more than manufacture batteries—it helps build pathways to the future. In partnership with SENAI, CITS, and SUFRAMA, this project brings solar energy knowledge to riverside communities, transforming the Amazon's potential into sustainable development. For BYD, the objective is to combine clean energy, regional development, and opportunities, demonstrating that R&D&I in the Amazon can unite technical excellence with social responsibility."

Wilson Kerdy

R&D&I Engineer, BYD Indústria de Baterias



Urban mobility

Faced with increasing traffic congestion in cities, BYD develops urban transport solutions through technological innovation, focusing on sustainable and accessible transportation. Its efforts seek to improve transport conditions and quality of life, promoting more transport transportation systems and more livable cities.

São Paulo Metro Line 17-Gold BYD SKYRAIL SÃO PAULO CONSORTIUM

São Paulo Metro Line 17-Gold represents one of the most significant urban mobility projects in Brazil in recent years, with BYD playing a leading role in providing technology and systems. Responsible for supplying both the trains and the SkyRail monorail solution, the company is directly involved in implementing a modern, automated system designed to support sustainable mobility in São Paulo.

The line is approximately 6.7 kilometers long and connects Congonhas Airport to Metro Line 5-Lilac and CPTM Line 9-Emerald, enhancing public transportation integration in the southern region of the city. With an estimated capacity of up to 90,000 passengers per day, the first phase includes eight stations and represents a significant step forward in connecting urban and airport transportation systems, helping reduce traffic congestion and emissions associated with individual transportation.

The BYD SkyRail São Paulo Consortium supplied a complete fleet of 14 trains. Each train consists of five cars, is approximately 60 meters long, and can carry around 600 passen-

gers. The trains operate with fully automated technology (Unattended Train Operation), increasing both efficiency and safety. They incorporate advanced technologies, including onboard batteries that enable movement in the event of power supply failures, as well as intelligent control and continuous monitoring systems.

In addition to providing technological solutions, the company has also contributed to the dissemination of technical knowledge within the rail sector. During the 31st Metro-Rail Week, the BYD SkyRail São Paulo Consortium delivered a presentation on material inspection and infrastructure safety, highlighting the importance of rigorous quality control processes and continuous monitoring to ensure the reliability and durability of transportation systems. This participation reinforces the company's role in promoting best practices and supporting the technical development of Brazil's rail sector.

The SkyRail solution integrates rolling stock, power systems, control systems, and infrastructure, demonstrating BYD's capability to deliver comprehensive and integrated rail mobility projects that contribute to the modernization of urban mobility and the development of more sustainable cities.



BYD SkyRail São Paulo Consortium



Electric Buses

BYD is a global leader in electrified mobility and has been driving change in public transportation through its portfolio of 100% electric buses. With more than 85,000 units sold worldwide, BYD buses operate in over 400 cities across more than 70 countries and regions, reflecting the company's commitment to reducing emissions and supporting a more sustainable transportation model.

In Brazil, the company supplies electrified bus chassis that are fitted with bodies manufactured in partnership with local bodybuilders. This integration results in quiet, safe, and efficient vehicles capable of reducing operating costs by up to 70% while minimizing environmental impacts. On average, each bus prevents the emission of 118.7 tonnes of CO₂ per year, based on an annual operation of 72,000 kilometers. The models also offer greater durability, with an estimated service life of up to 15 years, increasing both economic and environmental benefits throughout their lifecycle.

The company's presence in Brazil is also marked by its leadership in the domestic market. BYD leads the electric bus segment in Latin America, combining local production with rapid growth and establishing itself as a benchmark in the transition toward cleaner and more efficient transportation systems. This progress is supported by the company's localization strategy and the continuous expansion of solutions tailored to the needs of Brazilian cities.

Throughout 2025, BYD achieved significant milestones in Brazil. The company reached the mark of 600 fully electric bus chassis produced domestically, consolidating its Campinas (SP) facility as a strategic hub for electromobility in Latin America, with an annual production capacity of up to 2,000

units. During the same period, 156 new electric buses were delivered to the city of São Paulo, bringing the total number of BYD buses in operation in the city to 260 and making São Paulo home to the largest electric bus fleet in the country. Additional deliveries included 27 buses to Goiânia (GO) and one bus to Paranaguá (PR).

The company also expanded its portfolio with innovative solutions, including the launch of Brazil's first low-floor electric midi-bus chassis, unveiled at Arena ANTP. The model addresses growing demand for smaller, more versatile vehicles suited to urban routes with lower passenger volumes, expanding the reach of electromobility in public transportation.

Another highlight was the expansion of the technology beyond conventional urban transportation. In 2025, Clube de Regatas do Flamengo became the first football club in Brazil to adopt an electric bus equipped with BYD technology, demonstrating the versatility of the solution and broadening its application across different mobility contexts.

The company also advanced the incorporation of new technologies through the introduction of safer and more advanced battery systems in its buses, raising standards of efficiency, range, and reliability. These innovations reinforce BYD's role in the technological evolution of public transportation and in strengthening low-carbon urban mobility solutions.

Through continued investments in local manufacturing, innovation, and fleet expansion, BYD in Brazil contributes significantly to the transformation of public transportation, promoting cleaner, more efficient cities aligned with the challenges of the energy transition.



IN BRAZIL, BYD MANUFACTURES SIX CHASSIS MODELS:

D9W: Low-floor chassis designed for body applications up to 13.12 meters in length.

D9A: High-floor chassis designed for body applications up to 12.8 meters in length.

D9F: Designed for charter services and short- to medium-distance intercity routes.

D11A: Articulated high-floor chassis for urban applications (particularly BRT projects), with body configurations up to 23 meters in length.

D11B: Articulated low-floor chassis for urban applications, with body configurations up to 22 meters in length.

BC10LE: Ideal for operation in both high-traffic central areas and regions with narrower streets, featuring a length of 10 meters.

ELECTRIC BUS AFTER-SALES

In 2025, the 2025 Customer Satisfaction Survey was conducted among new D9W customers, showing a positive performance by the after-sales department. Established targets were achieved, and the overall assessment of the services provided was satisfactory. Areas such as customer service, response time, and technical support quality were recognized as meeting customer expectations, reinforcing operational consistency and the continuous improvement of processes.

As part of its continuous improvement efforts, the company implemented important initiatives, including the creation of a second service shift, the installation of parts inventories directly at operators' facilities, and the strengthening of customer communication channels. Operational performance also delivered strong results, with high service request resolution rates and excellent spare parts availability, contributing to greater efficiency and reliability in after-sales support.

The results also highlighted opportunities for improvement, particularly regarding faster resolution of customer demands, greater pricing predictability, and enhanced spare parts logistics. In response, actions such as more frequent component deliveries and improvements to customer service and follow-up mechanisms were proposed. Together, these initiatives reinforce the company's commitment to excellence in customer relationships and the continuous enhancement of the after-sales experience.



Green logistics

Green logistics encompasses solutions aimed at reducing the environmental impacts of transportation and operational activities. In this context, BYD directs significant investments toward the development of sustainable technologies capable of replacing fossil-fuel-powered vehicles across a wide range of logistics applications.

The company's strategy in this segment is guided by three main pillars: extending battery lifespan; continuously improving energy efficiency; and reducing environmental impacts. These principles guide both technological development and the practical deployment of vehicles in urban and highway operations, contributing to cleaner and more efficient logistics chains.



Electric trucks

BYD's presence in the truck segment demonstrates the advancement of electromobility in heavy-duty logistics, a sector considered strategic for achieving global climate goals. By replacing diesel-powered vehicles with high-performance electrified models, the company enables emissions reductions without compromising operational efficiency. This positioning stems from a journey that began in 2012, when BYD started investing in the research and development of electric trucks, becoming a pioneer in the segment.

In Brazil, the company offers three electric truck models. The eT18 21.250 provides a range of 165 km (C-WTVC), a gross vehicle weight of 21 tons, and a payload capacity (cargo plus body) of 13,300 kg. Equipped with a lithium iron phosphate battery, the model produces zero tailpipe emissions, features regenerative braking, an automated transmission, and fast charging in approximately 1.5 hours. For operations requiring a longer wheelbase and greater payload capacity, the company offers the eT23 23.315. This model provides a payload capacity (cargo plus body) of 14,700 kg while maintaining all the benefits of the eT18 21.250.

The eT5 7.200, designed for urban operations, offers a range of 185 km (C-WTVC), a payload capacity (cargo plus body) of 3,900 kg, and a gross vehicle weight of 7 tons. It is also equipped with lithium iron phosphate battery technology, regenerative braking, an automated transmission, and a fast-charging time of approximately 1.5 hours. Each BYD electric truck can prevent the emission of up to 133 tons of CO₂ per year, equivalent to planting approximately 949 trees.



eT18 21.250 Truck

In 2025, the company expanded the application of heavy-duty electromobility by developing an unprecedented solution in Brazil: the adaptation of the eT18 model with an insulated aerial platform for operations on electrical power networks. Developed in partnership with Embark, the vehicle incorporates the VST 47 aerial lift, offering a working height of up to 15.8 meters and insulation of up to 46 kV, enabling safe operation on energized power lines without requiring service interruptions. The solution combines high technical performance with zero emissions, expanding the use of electrified trucks to critical applications within the power sector.

Presented during SENDI 2025, Latin America's leading electric power distribution event, the initiative marked the company's entry into a new market segment focused on utility companies. Through this advancement, electrified heavy-duty vehicles are now capable of serving not only logistics operations but also specialized infrastructure needs, reinforcing the versatility of the technology and the company's commitment to sustainable solutions across multiple industries.



Electric forklifts

BYD's contribution to sustainable logistics also includes the development of equipment for internal operations, such as forklifts, tow tractors, and pallet trucks. All models are 100% electric and use lithium iron phosphate (LFP) batteries, recognized for their safety, durability, and energy efficiency.

These solutions contribute to the modernization of logistics operations by replacing combustion-powered equipment with cleaner and more efficient alternatives. With zero emissions and reduced maintenance requirements, electrified forklifts are well suited for distribution centers, warehouses, and industrial facilities, supporting quieter, safer, and more sustainable operations.

BYD forklifts enhance operational efficiency by enabling up to three work shifts on a single battery charge, which can be fully recharged in just two hours. The system eliminates the need for battery swapping and dedicated battery rooms, allowing fast and direct charging on the equipment itself. This autonomy is backed by maximum reliability through an 8-year or 15,000-hour warranty, establishing the solution as a robust option with a low total cost of ownership.

AFTER-SALES – ELECTRIC FORKLIFTS

The after-sales service for BYD electric forklifts is considered an essential factor in ensuring equipment performance throughout daily operations. The approach is structured around two main pillars. The first is availability, focusing on preventive maintenance,

rapid corrective service, and continuous equipment monitoring to reduce the risk of failures and operational interruptions. The second is customer proximity, with an active presence in customer operations to better understand the real-world use of the equipment and proactively prevent potential issues.

This approach helps increase productivity, reduce unplanned downtime, and provide greater operational predictability for customers, reinforcing the value of the company's logistics solutions.



Cargo vessels

In September 2025, BYD's eighth vehicle carrier vessel, BYD JINAN, was delivered in Haimen, Jiangsu Province. Equipped with a dual-fuel LNG (Liquefied Natural Gas) propulsion system, the vessel achieves approximately 18% fuel and energy savings. It also includes reserved space for future conversion to ammonia-based zero-carbon fuel, meeting environmental and energy-efficiency standards throughout its operational lifecycle and across different navigation regions.

The vessel is also equipped with a BYD marine battery energy storage system and medium-voltage shore power supply systems, enabling peak-load management, side-thruster operation, and zero-emission activities while docked at ports. Its design incorporates additional certifications from Norwegian and Chinese classification societies, including features such as One-Man Bridge (OMB) operation, Unmanned Machinery Space (UMS), and green environmental classifications, further enhancing operational performance and sustainability attributes.



Environmental management

_ GRI 3-3: Nature and Biodiversity; 102-4; 102-5
_ SDGs 7, 11, and 13

Committed to sustainable development and the construction of a low-carbon future, the company incorporates environmental principles into every stage of its operations. Guided by innovation and socio-environmental responsibility, the organization seeks to integrate clean technologies, operational efficiency, and respect for natural resources into its activities, contributing to the energy transition and promoting more sustainable mobility and energy solutions.

IN THIS SECTION:

- 73 ENVIRONMENTAL MANAGEMENT
- 76 ENERGY
- 78 WASTE MANAGEMENT
- 83 WATER MANAGEMENT
- 84 WASTEWATER MANAGEMENT





Environmental management

_ GRI 3-3: Nature and Biodiversity; 102-4; 102-5

_ SDGs 7, 11, and 13

Environmental management at BYD in Brazil is conducted through policies and procedures aligned with applicable legislation and management best practices. Key instruments include the Integrated Management System (IMS) Policy, compliance with environmental licensing requirements, and procedures related to waste, effluent, and atmospheric emissions management. These guidelines support the company's efforts to prevent and control environmental impacts arising from its activities.

As part of this approach, the organization maintains structured processes to assess environmental aspects and impacts associated with its operations, products, and services, aiming to identify risks and opportunities for improvement. Environmental management also includes monitoring the use of natural resources, such as water and energy, as well as tracking waste generation and disposal through indicators that support decision-making and the continuous improvement of management practices. In general, no significant negative impacts on biodiversity associated with the organization's activities, products, or services were identified, nor were any material impacts arising from business relationships, including suppliers, commercial partners, or other entities within the value chain.

In Camaçari (Bahia), the main environmental impacts associated with operations include natural resource consumption, vegetation suppression, waste and effluent disposal, atmo-

spheric emissions, and operational noise. These aspects are managed through operational controls, preventive maintenance, legal compliance, and monitoring and inspection programs. In cases of non-compliance, internal analyses are conducted to identify root causes and define corrective and preventive actions, with communication to competent authorities whenever applicable. Considering the geographic location of the facilities and the nature of the activities performed, no affected habitats containing species listed on the IUCN Red List or national conservation lists were identified, as operations are located within consolidated urban and industrial areas, without direct interference in natural habitats or areas of high biodiversity value.

At this Facility, environmental management incorporates specific biodiversity-related guidelines, even though formal internal policies or specific targets for the topic have not yet been established. Environmental impact identification is integrated into the environmental permitting process through the Environmental Study for Medium-Impact Activi-

ties (EMI), which identifies impacts primarily associated with vegetation clearing and machinery traffic, including habitat loss, landscape fragmentation, microclimate alteration, and soil degradation. Based on this assessment, mitigation and compensation plans and programs have been established, including the designation of sensitive areas, training for employees and third-party workers, management and monitoring plans, and an Environmental Emergency Plan.

The Facility also implements practical biodiversity protection measures, such as fencing and signage for areas with native vegetation and Permanent Preservation Areas (PPAs) associated with water bodies, as well as monitoring adjacent areas, implementing a Fauna Monitoring and Rescue Plan, and conducting environmental awareness initiatives. Some of these areas are currently undergoing vegetation enrichment. The Facility also maintains an environmental compensation area associated with the clearing of Atlantic Forest vegetation, which is currently under restoration, totaling approximately 10 hectares of Permanent Preservation Areas

(PPAs) and 62.15 hectares of environmental compensation area. The Facility is not located within protected areas or areas of high biodiversity value, and the measures implemented reinforce its commitment to environmental conservation and ecosystem restoration.

To ensure restoration success, soil correction and enrichment practices have been adopted, including limestone application and organic and mineral fertilization, providing suitable conditions for seedling development. These actions reinforce the company's commitment in Brazil to biodiversity conservation, the recovery of degraded areas, and the promotion of a more sustainable development model.

TO LEARN MORE, ACCESS
OUR IMS POLICY.





Reforestation program contributes to environmental restoration in Camaçari (Bahia)

The environmental studies conducted during the licensing process for the Camaçari (Bahia) plant identified both positive and negative socio-environmental impacts associated with the implementation and operation of the facility. Among the potential negative impacts identified were increased deforestation within the project area, greater migration flows, and effects such as noise generation and dust emissions. At the same time, significant positive impacts were also identified, including job creation and economic development in the region.

As part of the actions associated with these environmental studies, BYD Auto do Brasil launched a revegetation program involving the planting of 40,000 native Atlantic Forest seedlings. The initiative reinforces the company's commitment to environmental protection and to compensating for impacts resulting from the installation of the plant in the region.

The activities are being carried out across an area of approximately 35 hectares, equivalent to around 50 soccer fields, located near the facility. Species planted include Brazilian pepper tree (*aroeira*), cashew tree (*cajuero*), and *matatauba*, selected because they are native to the biome. To date, more than 7,000 seedlings have already been planted, with activities expected to continue according to the established schedule.

In addition to planting, the project includes technical activities such as soil correction, fertilization, monitoring, and maintenance, with an estimated duration of approximately two years. The program is being implemented by specialized teams supported by technical expertise focused on environmental restoration and the reestablishment of the area's ecological functions.



Structured Management and Certifications

Certifications are recognized mechanisms for assessing the compliance of processes and management systems against specific regulatory requirements. In addition to providing independent verification of adopted practices, they contribute to process standardization and the continuous monitoring of operational performance.

The company holds ISO 14001 certification for part of its operations, recognizing the effectiveness of its Environmental Management System and reinforcing its commitment to the continuous improvement of environmental aspect and impact management. The certification is periodically renewed through independent audits that assess compliance with the standard's requirements. The recently inaugurated Camaçari (Bahia) facility has not yet obtained this certification.

Planet of Mountains and Rivers – An Amazon Fantasy Drift Documentary: Promoting Ecological Protection and the Energy Transition

In 2025, in partnership with the Institute of Planet, BYD released the scientific documentary Planet of Mountains and Rivers – An Amazon Fantasy Drift, dedicated to the natural geography of the Amazon Rainforest. The production highlights the ecological importance of the biome, the challenges posed by climate change and the energy transition, and reinforces the company's commitment to advancing scientific knowledge and promoting sustainable development.





Value chain approach

BYD's facilities in Campinas (São Paulo) adopt a management approach that considers impacts related to waste generation and treatment throughout the entire value chain. This perspective encompasses both activities preceding the company's operations and stages following product use, recognizing that inadequate waste management practices may generate indirect environmental impacts. In this context, measures are implemented to prevent waste generation, promote circularity, and mitigate environmental impacts associated with the company's activities and those of its business partners.

UPSTREAM: At the upstream level, potential impacts are primarily related to waste generation and management by suppliers during the extraction, processing, and manufacturing of raw materials and components used in the organization's operations. To mitigate these risks, supplier qualification and assessment criteria include legal and environmental requirements, such as valid environmental permits and verification of appropriate waste management practices. These measures contribute to strengthening environmental standards throughout the supply chain and encouraging more responsible practices among business partners.

DOWNSTREAM: At the downstream level, potential impacts are associated with the treatment, reuse, or final disposal of products and packaging at the end of their useful life. Although these wastes are not generated directly by the organization's oper-

ations, the company recognizes the possibility of indirect environmental impacts if these materials are not properly managed. To reduce these risks, guidance and communication initiatives are implemented, whenever applicable, to encourage the environmentally sound disposal of products and packaging, promoting practices aligned with circular economy principles and shared responsibility.

Internally, practices focused on the efficient use of materials and the continuous improvement of operational processes are adopted to reduce losses and minimize waste generation. Discarded materials are segregated at the source, properly stored, and sent for environmentally appropriate treatment. To ensure proper disposal, the company contracts

duly licensed service providers whose environmental authorizations and contractual requirements are regularly verified. Process traceability is ensured through the issuance of Waste Transportation Manifests (MTRs) and the performance of periodic audits.

At the Camaçari (Bahia) plant, waste generated is segregated at the source by the organization, properly stored, and sent for environmentally appropriate treatment; however, upstream measures are not currently adopted. Regarding downstream activities, a reverse logistics process for automotive batteries at end of life is under development.



Recyclable Christmas decorations at the Camaçari (Bahia) plant

In 2025, Christmas celebrations at the Camaçari (Bahia) facility were marked by an initiative that combined employee engagement with environmental awareness. The plant's Christmas decorations were created entirely from recyclable materials, demonstrating in practice the company's commitment to sustainability in everyday activities.

The initiative mobilized approximately 30 teams and involved more than 1,500 employees from the industrial complex. Reused materials included wooden pallets, cardboard, foam, plastics, PET bottles, and bottle caps, which were creatively transformed into Christmas ornaments, showcasing the potential of waste reuse.

To encourage participation and recognize outstanding initiatives, the program included an internal competition that rewarded teams in categories such as environmental leadership and creativity. In addition to promoting team integration, the initiative helped strengthen the culture of sustainability and encourage responsible practices in the workplace.





Energy

_ GRI 302-1; 302-3; 302-4

Energy management across operations is guided by a focus on energy efficiency and the continuous improvement of environmental performance. Energy consumption is monitored through key performance indicators (KPIs), enabling the Company to track energy use trends over time and identify opportunities for optimization. It is important to note that manufacturing facilities operate under seasonal production patterns, which may influence consumption levels in certain periods and should be considered when analyzing the results.

The adoption of more efficient solutions is part of the Company's ongoing efforts to optimize energy use and strengthen sustainability-oriented practices.

TOTAL FUEL CONSUMPTION WITHIN THE ORGANIZATION FROM NON-RENEWABLE SOURCES (kWh)

CAMAÇARI (BA) FACILITY

	2023	2024	2025
Gasoline	–	0	0
Diesel	–	0	0
Natural Gas	–	129,129	4,853,720
Total consumption	–	129,129	4,853,720

CAMPINAS (SP) FACILITIES

	2023	2024	2025
Gasoline	501,648.30	0	0
Diesel	458,766.30	0	0
LPG (Liquefied Petroleum Gas)	40,217.60	22,6	69,150
Total consumption	1,000,632.2	22,6	69,150

TOTAL FUEL CONSUMPTION WITHIN THE ORGANIZATION FROM RENEWABLE SOURCES (kWh)

CAMPINAS (SP) FACILITIES

	2023	2024	2025
Solar Energy	0	0	0
Ethanol	3,430	0	0
Other: Hydropower	0	2,154,393.00	2,183,589.00
Total consumption	3,430	0	2,183,589.00

TOTAL ENERGY CONSUMPTION (kWh)

CAMAÇARI (BA) FACILITY

	2023	2024	2025
Electricity consumption	–	10,326,800	13,425,930
Total consumption	–	10,326,800	13,425,930

CAMPINAS (SP) FACILITIES

	2023	2024	2025
Electricity consumption	956,399.70	2,154,393	2,183,589
Consumo total	956.399,70	2.154.393	2.183.589

TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION (kWh)

CAMAÇARI (BA) FACILITY

	2023	2024	2025
Total consumption	–	10,455,929	18,279,650

CAMPINAS (SP) FACILITIES

	2023	2024	2025
Total consumption	1,960,461.90	2,154,393.00	2,252,739.00

ENERGY INTENSITY RATIO FOR THE ORGANIZATION (kWh/m²)

CAMAÇARI (BA) FACILITY

	2023	2024	2025
Energy intensity	–	33.21	38.59
Built area	–	314,881.92 m²	473,651.7 m²

CAMPINAS (SP) FACILITIES

	2023	2024	2025
Energy intensity	37.57	62.288	63.132
Built area		34,587.44 m²	



I-REC Certification

In 2025, the Camaçari (BA) Industrial Complex made significant progress in its sustainability agenda by obtaining the International REC Standard (I-REC) certification. The certification verifies that 100% of the electricity consumed at the facility comes from renewable sources, specifically wind energy, reinforcing the Company's commitment to decarbonizing its operations.

The certification represents a tangible, auditable achievement aligned with global best practices, ensuring the traceability of the energy consumed at the plant. As a direct result of this initiative, approximately 470 tonnes of CO₂ emissions were avoided between October and August, equivalent to planting approximately 3,300 trees.

The certification process involved a detailed assessment of the facility's energy consumption, the selection of renewable energy suppliers, and validation through an internationally recognized certification system. In Brazil, the certification is issued by an institution accredited under the global standard, ensuring transparency and reliability throughout the process.



WHAT OUR TEAM SAYS



“The I-REC certification represents a very important step for our BYD plant in Camaçari because it demonstrates, in practice, our commitment to cleaner and more responsible production. More than a certification, it reinforces that we are using renewable energy, contributing to emissions reduction and a more sustainable future. It is rewarding to know that our work not only delivers technology but also respects and values natural resources while helping build a more responsible industry in Brazil.”

Luiz Felipe Santana

Environmental Engineer, BYD Auto do Brasil



Waste management

_ GRI 3-3: Waste Management and Circular Economy; 306-1; 306-2; 306-3; 306-4; 306-5

Waste management at BYD in Brazil is guided by internal policies and procedures that govern the segregation, storage, and proper disposal of materials generated by operations. At the Campinas (SP) and Manaus (AM) facilities, the Company maintains selective waste collection programs and conducts regular training sessions to guide employees on proper source segregation, strengthening a culture of environmental responsibility in day-to-day activities.

The Company has implemented a Solid Waste Management Plan (Plano de Gerenciamento de Resíduos Sólidos – PGRS), which establishes guidelines for the proper segregation, storage, transportation, and disposal of waste generated by operations. The plan is updated every two years, ensuring alignment with legal requirements, environmental best practices, and the operational characteristics of the Company's activities. This continuous review process contributes to improving procedures, incorporating operational enhancements, and ensuring environmentally sound waste management.

In 2025, specific indicators were implemented to monitor waste management performance at the Campinas (SP) facilities. Among the main indicators was the proportion of Class I hazardous waste relative to the total volume of recycled or recovered waste, with a target of up to 10%. Throughout the reporting period, the indicator was continuously monitored and generally remained within the established limit at the assessed facilities.

Waste generation is primarily associated with operational activities such as manufacturing processes, equipment maintenance, material handling, and administrative activities. The main waste streams include metal scrap, recyclable materials such as paper, plastic, glass, and cardboard, as well as hazardous waste, including used

oils, contaminated solvents, and contaminated materials. Monitoring is carried out primarily through the State Online Waste Management System (Sistema Estadual de Gerenciamento Online de Resíduos – SIGOR), which ensures traceability, quantity control, and compliance with applicable regulations.

At the Camaçari (BA) plant, waste management is conducted through the Solid Waste Management Plan (PGRS), which promotes reducing waste sent to landfills and prioritizes alternatives such as reuse, recycling, and co-processing, although no formal targets have yet been established for the topic. Environmental impacts are identified through the Environmental Study for Medium-Impact Activities (Estudo Ambiental para Atividades de Médio Impacto – EMI), prepared during the licensing process, focusing on the direct impacts of operations without a specific assessment of waste-related impacts within business relationships.

Operational management at the facility is structured around instruments and practices such as:

- PGRS, training programs, and inspections of waste collection and storage areas;
- EMI, Environmental Emergency Plan, and inspection reports;
- Environmental Management Plan.

Monitoring is conducted through the waste inventory and information recorded in the National Solid Waste Management Information System (Sistema Nacional de Informações sobre a Gestão dos Resíduos Sólidos – SINIR), complemented by periodic inspections carried out by the HSE team. These inspections assess waste segregation, handling, storage, and the recording of non-conformities, with corrective actions defined and implemented when necessary.



Waste Management at the BYD Facility in Camaçari, Bahia |



TOTAL WEIGHT OF WASTE GENERATED, IN METRIC TONS, AND A BREAKDOWN OF THIS TOTAL BY WASTE COMPOSITION (t)

CAMAÇARI (BA) FACILITY

	2024	2025
Paper	–	–
Cardboard	0.33	485.6
Plastic	7	195.97
Glass	–	–
Metal	99.98	4,890.44
Organic waste	–	–
Non-recyclable waste	54.7	464.37
Total waste generated	162.01	6,036.38

CAMPINAS (SP) FACILITIES

	2024	2025
Paper	0	0
Cardboard	43.17	41.63
Plastic	11.87	10.56
Glass	3.87	3.99
Metal	121.01	45.8319
Organic waste	71.34	56.722
Non-recyclable waste	38	53.637
Total waste generated	289.26	212.3709

MANAUS (AM) FACILITY

	2024	2025
Paper	28.55	4.37
Cardboard	–	–
Plastic	7.065	1.71
Glass	–	–
Metal	–	–
Organic waste	0.78	1.05
Non-recyclable waste	5.316	41.53
Total waste generated	41.711	48.66

TOTAL WEIGHT OF WASTE DIVERTED FROM DISPOSAL, IN METRIC TONS, AND A BREAKDOWN OF THIS TOTAL BY WASTE COMPOSITION (t)

CAMAÇARI (BA) FACILITY

	2024		2025	
	WASTE DIVERTED FROM DISPOSAL	WASTE DIRECTED TO DISPOSAL	WASTE DIVERTED FROM DISPOSAL	WASTE DIRECTED TO DISPOSAL
Paper	–	–	–	–
Cardboard	0.33	–	485.6	–
Plastic	7	–	195.97	–
Glass	–	–	–	–
Metal	99.98	–	4,890.44	–
Organic waste	–	–	–	–
Non-recyclable waste	–	54.64	464.37	–
Total waste	107.31	54.64	6,036.38	–
Total generated	161.95		6,036.38	

CAMPINAS (SP) FACILITIES

	2024		2025	
	WASTE DIVERTED FROM DISPOSAL	WASTE DIRECTED TO DISPOSAL	WASTE DIVERTED FROM DISPOSAL	WASTE DIRECTED TO DISPOSAL
Paper	–	0	0	0
Cardboard	–	43.17	41.63	0
Plastic	–	11.87	10.56	0
Glass	–	3.87	3.99	0
Metal	–	121.01	45.8319	0
Organic waste	–	71.34	56.722	0
Non-recyclable waste	38	–	53.637	0
Total waste	38	251.26	212.3709	0
Total generated	289.26		212.3709	

MANAUS (AM) FACILITY

	2024		2025	
	WASTE DIVERTED FROM DISPOSAL	WASTE DIRECTED TO DISPOSAL	WASTE DIVERTED FROM DISPOSAL	WASTE DIRECTED TO DISPOSAL
Paper	28.55	–	4.37	–
Cardboard	–	–	–	–
Plastic	7.065	–	1.71	–
Glass	–	–	–	–
Metal	–	–	–	–
Organic waste	0.78	–	1.05	–
Non-recyclable waste	–	5.316	–	41.53
Total waste	36.395	5.316	7.13	41.53
Total generated	41.711		48.66	



WASTE DIVERTED FROM DISPOSAL BY RECOVERY OPERATION, IN METRIC TONS (t)

CAMAÇARI (BA) FACILITY

	2024		2025	
	WITHIN THE ORGANIZATION	OUTSIDE THE ORGANIZATION	WITHIN THE ORGANIZATION	OUTSIDE THE ORGANIZATION
HAZARDOUS WASTE				
Preparation for reuse	-	-	-	-
Recycling	-	-	-	-
Other recovery operations	-	-	1,316.94	
Total	-		1,316.94	
NON-HAZARDOUS WASTE				
Preparation for reuse	-	-	-	
Recycling	-	107.31	-	5,421.48
Other recovery operations	-	67.91	-	2,641.49
Total	175.22		8,062.97	

CAMPINAS (SP) FACILITIES

	2024		2025	
	WITHIN THE ORGANIZATION	OUTSIDE THE ORGANIZATION	WITHIN THE ORGANIZATION	OUTSIDE THE ORGANIZATION
HAZARDOUS WASTE				
Preparation for reuse	0	0	0	
Recycling	0	0	0	23.328
Other recovery operations	0	0	0	76.0417
Total	0		99.3697	
NON-HAZARDOUS WASTE				
Preparation for reuse	0	0	0	
Recycling	251.26	0	0	173.7539
Other recovery operations	0	0	0	102.138
Total	251.26		275.8919	

MANAUS (AM) FACILITY

	2024		2025	
	WITHIN THE ORGANIZATION	OUTSIDE THE ORGANIZATION	WITHIN THE ORGANIZATION	OUTSIDE THE ORGANIZATION
HAZARDOUS WASTE				
Preparation for reuse	-	-	-	-
Recycling	-	0.5	-	0.0014
Other recovery operations	-	-	-	-
Total	0.5		0.0014	
NON-HAZARDOUS WASTE				
Preparation for reuse	-	-	-	-
Recycling	-	35.615	-	6.08
Other recovery operations	0.78	8	1.05	16
Total	44.395		23.13	

WASTE DIRECTED TO DISPOSAL BY DISPOSAL OPERATION, IN METRIC TONS (t)

CAMAÇARI (BA) FACILITY

	2024		2025	
	WITHIN THE ORGANIZATION	OUTSIDE THE ORGANIZATION	WITHIN THE ORGANIZATION	OUTSIDE THE ORGANIZATION
NON-HAZARDOUS WASTE				
Incineration (with energy recovery)	-	-	-	18.97
Landfilling	-	54.64	-	301.56
Total	54.64		320.53	



Assessment, prevention and remediation of impacts

When negative impacts or non-conformities related to waste management are identified, corrective actions are implemented, which may include reviewing internal processes, strengthening operational controls, as well as providing guidance and training to the teams involved. When necessary, the organization cooperates with service providers and competent authorities to address identified issues and mitigate potential environmental impacts.

Waste management performance is continuously monitored by the responsible areas through internal indicators, operational records, and tracking systems. Between 2024 and 2025, no waste generated at the Campinas (SP) and Manaus (AM) facilities was sent to final disposal operations such as landfills or incineration, indicating that materials were primarily directed to recovery or valorization processes, in line with the organization's environmental commitments.

Zero Landfill Project

One of the company's main environmental management milestones is the adoption of the Zero Landfill concept. This means that no waste generated by operations is sent to landfills. All waste is directed to environmentally preferable alternatives, such as recycling, co-processing, and reuse within production chains. The initiative reinforces the commitment to the circular economy, the reduction of environmental impacts, and the more efficient use of resources, and is currently fully implemented in the monitored operations.



WHAT OUR TEAM SAYS



“With the Zero Landfill Project, BYD establishes a new standard of environmental excellence. By transforming waste into opportunities, we drive the circular economy and reaffirm our commitment to leading sustainable transformation in the industry.”

Karina Derigo
Environmental Specialist, BYD in Brazil



Materials used

_ GRI 301-1

The organization maintains a structured approach to managing generated waste, focusing on proper segregation, material recovery, and environmentally sound disposal in compliance with applicable legislation. The main materials under management include plastics, paper and cardboard, ferrous and non-ferrous metals, glass, and organic waste. These materials are managed based on technical and legal criteria, ensuring traceability, environmental compliance, and the identification of opportunities for recycling or reuse. The Manaus (AM) and Camaçari (BA) facilities do not currently monitor material use.

NON-RENEWABLE MATERIALS USED

_ GRI 301-1²

CATEGORY	UNIT	2024	2025
Electronic components	units/pieces	713,128	706,222 ³
Metals and metal alloys	pieces	716,362	271,160
	kg	309	2,478
Polymers, rubber and cables	pieces	354,827	89,020
	meters	108,000	59,445
	m²	19,436	80,408
Glass	pieces	6,923	10,003
Chemicals, adhesives and fluids	kg	7,809	3,976
	liters	463	1,826
Miscellaneous automotive equipment and components			
	pieces	324,880	3,257

RENEWABLE MATERIALS USED

_ GRI 301-1³

CATEGORY	UNIT	2024	2025
Cardboard packaging	pieces	4,516	646
Wooden pallets	units	2,044	323

² The 2024 and 2025 data are not fully comparable due to the expansion of the reporting scope in 2025, which came to include photovoltaic module manufacturing, solar kit production, and after-sales operations, in addition to electric bus chassis manufacturing.

³ Includes solar cells, junction boxes, connectors, switches, technical labels, photovoltaic modules, inverters, and other electrical and electronic components.

Battery Recycling

BYD has also advanced the development of solutions for vehicle battery recycling. The company has built a complete industrial chain within its own ecosystem in China, covering every stage of the process: battery production, vehicle manufacturing, battery recycling, second-life applications, and reprocessing. This structure extends battery life cycles and strengthens the pillars of the circular economy.

In terms of reverse logistics, the company maintains centralized storage centers in industrial parks throughout China and operates a robust, efficient, and extensive battery recycling network. For batteries retired in international markets, BYD works with authorized recycling companies to ensure proper collection and treatment in accordance with specific recycling agreements.

In addition, the company maximizes battery residual value through second-life applications (echelon use). To support this process, dedicated collection centers have been established, where used batteries are pre-screened for applications such as energy storage systems, backup power supplies, and solar-powered street lighting. Product traceability and quality are ensured through comprehensive records and continuous monitoring.

BYD in Brazil is strategically establishing two major battery service centers in the country: one in Campinas (SP), already in operation, and another in Camaçari (BA). The objective is to build a specialized service network covering the entire national territory. These two centers will provide comprehensive support for BYD’s entire product portfolio, including passenger vehicles, commercial vehicles, and specialty vehicles, supported by highly trained technical teams qualified to work with Blade Battery technology, one of the safest and most advanced battery technologies on the market. The process begins with a thorough screening stage to identify batteries

that can be repaired or directed to recycling, ensuring proper and sustainable treatment for each component.

Batteries that cannot be repaired are sent to BYD-approved companies in Brazil, including a specialized lithium battery recycler, ensuring environmentally sound and responsible disposal. This initiative reinforces the company’s commitment to the circular economy and to reducing environmental impacts throughout the product life cycle.

At the same time, the company has been directing efforts toward research initiatives and strategic partnerships aimed at fostering the second-life battery market in Brazil. The initiative seeks to enable the reuse of battery modules that still retain residual value, allowing their application in stationary energy storage systems. In this way, the company aims to extend battery service life while promoting circularity, reducing waste generation, and improving resource efficiency throughout the value chain.

Currently, the Campinas (SP) service center serves as the focal point for receiving and analyzing all batteries in circulation throughout the country. The battery center in Camaçari (BA) is under active development and will eventually become part of a complete industrial chain, ranging from battery dismantling to resource recovery and reuse. Through this structure, the company seeks to provide a more efficient and professional battery after-sales service for the Brazilian market, continuously improving customer experience while further advancing the adoption and development of electric vehicles, reinforcing its commitment to sustainable innovation and to building a complete and efficient electric mobility ecosystem in Brazil.



Water management

_ GRI 303-1; 303-3; 303-5

Water management across operations is conducted responsibly and with limited environmental impacts. In general, water is primarily used for human consumption, sanitary cleaning, and food preparation, and is supplied through the public water distribution system. In these operations, water is not used in manufacturing processes, reducing both consumption intensity and associated impacts. After use, wastewater is discharged into the public sewage system for proper treatment.

At the Camaçari (BA) facility, water use presents specific characteristics. Water is used for human consumption, general cleaning, concrete production, and irrigation, and is supplied by the local utility company, which sources water from artesian wells. The main associated impact is the reduction in water resource availability.

At the Camaçari (BA) facility, these impacts are identified and monitored through continuous tracking of water consumption based on utility bills and loss-prevention measures. This

process is complemented by periodic inspections to identify leaks and implement corrective and preventive actions.

Across operations, water performance is monitored through environmental indicators and internal operational controls, considering consumption data, legal requirements, and, where applicable, regional water availability conditions. As part of the Integrated Management System (IMS) Policy, annual targets are established for certain facilities, including a water consumption per headcount indicator. At the Camaçari

(BA) facility, however, specific objectives and targets for water use have not yet been formally established, although systematic monitoring of indicators is already in place.

This management approach enables structured monitoring of water consumption, identification of improvement opportunities, and enhanced efficiency in water use, contributing to the continuous improvement of the organization's environmental performance.



TOTAL WATER WITHDRAWAL BY SOURCE AND CATEGORY⁴ (MEGALITERS)

CAMPINAS (SP) FACILITIES

	2024	2025
Third-party water	11.17363	10.77178
Freshwater (total dissolved solids ≤1,000 mg/L)	11.17363	10.77178
Total consumption	11.17363	10.77178

⁴ The facility is located in an area of low to medium water stress, according to the Aqueduct Water Risk Atlas of the World Resources Institute (WRI). Therefore, there was no water withdrawal from areas experiencing relevant water stress during the reporting period.

⁵ The facility is located in an area of low to medium water stress, according to the Aqueduct Water Risk Atlas of the World Resources Institute (WRI). Therefore, there was no water consumption in areas experiencing relevant water stress during the reporting period.

TOTAL WATER WITHDRAWAL FROM ALL AREAS, BROKEN DOWN BY THE FOLLOWING SOURCES (MEGALITERS)⁵

CAMAÇARI (BA) FACILITY

	2025
Third-party water	328
Total consumption	328

BREAKDOWN OF TOTAL WATER WITHDRAWAL FROM EACH SOURCE (MEGALITROS)

CAMAÇARI (BA) FACILITY

	2025
Freshwater (total dissolved solids ≤1,000 mg/L)	328
Other water (total dissolved solids >1,000 mg/L)	-
Total consumption	328



Wastewater management

_ GRI 303-2; 303-4

Wastewater management is conducted in accordance with applicable environmental legislation, ensuring that discharges comply with standards established by regulatory authorities. At the Campinas (SP) facilities, the organization primarily follows State Decree No. 8,468, dated September 8, 1976, particularly the parameters established in Article 19-A, as well as CONAMA Resolutions No. 357/2005 and No. 430/2011. Compliance with these requirements is also a condition of the environmental licenses issued to the operating units.

To ensure compliance, these facilities operate biological Wastewater Treatment Plants (WWTPs), which adequately remove pollutant loads prior to discharge. Following treatment, wastewater is discharged into the public sewage system, under the responsibility of the sanitation utility. Water quality is monitored through periodic control procedures, including quarterly laboratory analyses that assess quality parameters and treatment system efficiency.

At the Camaçari (BA) facility, wastewater management follows specific guidelines established in the Environmental License for the Camaçari Industrial Complex, in accordance with Annex II of INEMA Ordinance No. 16,507. No additional internal standards have been established for this topic, and the environmental license serves as the primary regulatory reference. The wastewater generated is predominantly sanitary in nature and is directed to a private treatment system, with no direct discharge into natural water bodies. The main associated impact relates to the risk of soil and surface and groundwater contamination. In 2026, the facility will begin operating its own wastewater treatment plant.

Accordingly, the characteristics of receiving water bodies are not considered at the Camaçari (BA) facility, since wastewater is discharged directly into a private treatment system. However, wastewater quality and on-site water bodies are monitored through frequent laboratory analyses to ensure compliance with environmental license requirements and applicable environmental regulations.

In general, wastewater generated by the company’s operations is predominantly domestic in nature, with no addition of priority substances or hazardous compounds as defined by environmental regulations. This management approach ensures legal compliance, impact control, and the responsible conduct of operations.

TOTAL WATER DISCHARGE, BROKEN DOWN BY THE FOLLOWING DESTINATION TYPES AND CATEGORIES* (MEGALITROS)

CAMPINAS (SP) FACILITIES

	2024	2025
Third-party water and the volume of this total sent for use by other organizations, where applicable	11.17363	10.77178
Freshwater (total dissolved solids ≤1,000 mg/L)	11.17363	10.77178

* The facility is located in an area of low to medium water stress, according to the Aqueduct Water Risk Atlas of the World Resources Institute (WRI). Therefore, there was no water discharge in areas experiencing relevant water stress during the reporting period.



Wastewater Treatment Plant at the BYD Facility in Campinas, São Paulo

Employees

_SDG 3, 4, 8 and 18

The growth of BYD's operations in Brazil throughout 2025 was also reflected in the strengthening of people management practices. As the company expanded its activities in the country, initiatives were implemented to develop and train supervisors and managers, focusing on enhancing management capabilities and strengthening leadership practices. These actions helped support operational growth, promote greater alignment among teams, and consolidate an organizational culture focused on employee development and continuous improvement.



IN THIS SECTION:

- 86 EMPLOYEE PROFILE
- 90 TALENT MANAGEMENT AND RETENTION
- 94 PERFORMANCE MANAGEMENT
- 95 TRAINING AND DEVELOPMENT
- 98 OCCUPATIONAL HEALTH AND SAFETY





Employee profile

_ GRI 2-7; 2-8

The growth of BYD in Brazil's operations throughout 2025 was accompanied by the expansion of its workforce, reinforcing the company's commitment to job creation and the development of the regions where it operates. The distribution of employees reflects the strategy to consolidate its industrial operations in the country, with a particular focus on the Camaçari, Bahia Facility, while also highlighting the company's presence across different Brazilian markets.

At the end of 2025, BYD in Brazil's workforce consisted of 3,022 employees, all under permanent contracts.

In terms of geographic distribution, most employees were located in the Northeast region, at the Camaçari (BA) facility, with 2,153 employees, reflecting the location of the plant and its strategic role in the company's industrial expansion in Brazil. The remaining regions accounted for 869 employees in 2025. The company's presence across different regions follows the growth of its operations and contributes to job creation in local markets.

Regarding employment type, most employees worked on a full-time basis. In 2025, at the Camaçari (BA) facility, 706 men and 506 women worked full-time, while only 5 employees worked part-time. At the company's other facilities, 630 men and 318 women worked full-time, while 11 employees worked part-time. This structure reflects the operational profile of the company's activities, which require dedicated teams across production, administrative, and operational support functions.



WHAT OUR TEAM SAYS



"Since joining BYD, I have experienced a journey of continuous learning. Throughout this time, I have had the opportunity to develop new skills across different areas, which has greatly expanded my experience. Working at BYD has been truly rewarding, and I am very grateful for all the opportunities I receive every day."

Thais Maciel Alves
Assembler, BYD in Brazil





EMPLOYEES AT THE END OF THE REPORTING PERIOD BY EMPLOYMENT CONTRACT, BROKEN DOWN BY GENDER

CAMAÇARI (BA) FACILITY

	2023		2024		2025	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Permanent	No data are reported for the Camaçari Facility in 2023 and 2024, as operations had not yet commenced during those years.				1,708	509
Temporary					0	0
Total					2,217	

OTHER FACILITIES

	2023		2024		2025	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Permanent	401	243	773	388	631	325
Temporary	12	0	9	6	8	4
Subtotals	413	243	782	394	639	329
Total	656		1,176		968	

EMPLOYEES AT THE END OF THE REPORTING PERIOD BY EMPLOYMENT TYPE, BROKEN DOWN BY GENDER

CAMAÇARI (BA) FACILITY

	2023		2024		2025	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Full-time	No data are reported for the Camaçari Facility in 2023 and 2024, as operations had not yet commenced during those years.				1706	506
Part-time					2	3
Subtotals					1.708	509
Total					2.217	

OTHER FACILITIES

	2023		2024		2025	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Full-time	409	237	845	311	630	318
Part-time	4	6	11	9	9	11
Subtotals	413	243	856	320	639	329
Total	656		1,176		968	

EMPLOYEES AT THE END OF THE REPORTING PERIOD, BY EMPLOYMENT TYPE AND EMPLOYMENT CONTRACT, BROKEN DOWN BY REGION

CAMAÇARI (BA) FACILITY⁷

EMPLOYMENT CONTRACT	2025					
	CW	NE	N	SE	S	TOTAL
Permanent	5	2,153	0	54	5	2,217
Temporary	0	0	0	0	0	0

EMPLOYMENT TYPE	2025					
	CO	NE	N	SE	S	TOTAL
Full-time	5	2,148	0	54	5	2,212
Part-time	0	5	0	0	0	5

OTHER FACILITIES

EMPLOYMENT CONTRACT	2023					
	CW	NE	N	SE	S	TOTAL
Permanent	1	1	2	638	2	644
Temporary	0	0	12	0	0	12

EMPLOYMENT TYPE	2023					
	CW	NE	N	SE	S	TOTAL
Full-time	1	2	1	638	2	644
Part-time	0	0	0	12	0	12

EMPLOYMENT CONTRACT	2024					
	CW	NE	N	SE	S	TOTAL
Permanent	10	19	4	1,112	13	1,158
Temporary	0	0	4	14	0	18

EMPLOYMENT TYPE	2024					
	CW	NE	N	SE	S	TOTAL
Full-time	8	77	30	1,035	15	1,165
Part-time	0	0	0	11	0	11

EMPLOYMENT CONTRACT	2025					
	CW	NE	N	SE	S	TOTAL
Permanent	10	27	39	858	22	956
Temporary	0	0	0	11	1	12

EMPLOYMENT TYPE	2025					
	CW	NE	N	SE	S	TOTAL
Full-time	10	27	39	849	23	948
Part-time	0	0	0	20	0	20

TOTAL NUMBER OF EMPLOYEES WITHOUT GUARANTEED HOURS AT THE END OF THE REPORTING PERIOD, BROKEN DOWN BY REGION⁷

Total	2023				
	CW	NE	N	SE	S
	0	0	0	12	0

Total	2024				
	CW	NE	N	SE	S
	0	0	0	11	0

Total	2025				
	CW	NE	N	SE	S
	0	0	0	11	0

⁷ No data are reported for the Camaçari Facility in 2023 and 2024, as operations had not yet commenced during those years.

⁸ Only apprentices are paid on an hourly basis, and this information is not broken down by gender.



Diversity among employees

_ GRI 405-1

PERCENTAGE OF EMPLOYEES BY JOB CATEGORY AND GENDER

CAMAÇARI (BA) FACILITY	2025	
	% MALE	% FEMALE
Executive Management	80%	20%
Management	93%	7%
Specialist	79%	21%
Analyst	55%	45%
Assistant	33%	67%
Intern/Apprentice	40%	60%

PERCENTAGE OF EMPLOYEES BY JOB CATEGORY AND AGE GROUP

CAMAÇARI (BA) FACILITY	2025		
	UNDER 30	BETWEEN 30 AND 50	OVER 50
Executive Management	0%	60%	40%
Management	4%	79%	18%
Specialist	16%	82%	2%
Analyst	25%	73%	2%
Assistant	72%	28%	0%
Intern/Apprentice	100%	0%	0%

PERCENTAGE OF EMPLOYEES BY OTHER DIVERSITY CRITERIA⁹

CAMAÇARI (BA) FACILITY	2025
People with Disabilities (PwD)	3%
Black People	29%
Indigenous Peoples	1%
Mixed-Race (Pardo)	44%

⁹ Chinese nationals self-identified as White. Other minorities include all individuals who did not self-identify as Indigenous, People with Disabilities (PwD), or Black.



BYD Facility in Camaçari (BA)



PERCENTAGE OF EMPLOYEES BY JOB CATEGORY AND GENDER

OTHER FACILITIES	2023		2024		2025	
	% MALE	% FEMALE	% MALE	% FEMALE	% MALE	% FEMALE
Executive Management	90%	10%	90%	10%	85%	15%
Management	78%	22%	76%	24%	76%	24%
Specialist	83%	17%	62%	38%	53%	47%
Analyst	78%	22%	63%	37%	62%	38%
Assistant	63%	38%	75%	25%	68%	32%
Intern/Apprentice	30%	70%	40%	60%	48%	52%

PERCENTAGE OF EMPLOYEES BY JOB CATEGORY AND GENDER AND AGE

OTHER FACILITIES	2023			2024			2025		
	UNDER 30	BETWEEN 30 AND 50	OVER 50	UNDER 30	BETWEEN 30 AND 50	OVER 50	UNDER 30	BETWEEN 30 AND 50	OVER 50
Executive Management	0%	76%	24%	0%	71	29%	0%	77%	23%
Management	13%	73%	14%	7%	79%	14%	16%	66%	18%
Specialist	24%	76%	0%	24%	76%	0%	5%	90%	5%
Analyst	52%	47%	1%	46%	53%	0%	25%	71%	4%
Assistant	61%	37%	2%	55%	43%	2%	24%	66%	10%
Intern/Apprentice	100%	0%	0%	100%	0%	0%	100%	0%	0%

PERCENTAGE OF EMPLOYEES BY OTHER DIVERSITY CRITERIA⁸

OTHER FACILITIES	2023	2024	2025
People with Disabilities (PwD)	5%	5%	5%
Black People	14%	14%	14%
Indigenous Peoples	11%	11%	11%
Other Minorities (Which?)	0%	0%	60%

⁸ Chinese nationals self-identified as White. Other minorities include all individuals who did not self-identify as Indigenous, People with Disabilities (PwD), or Black.



BYD Facility in Camaçari (BA)



Talent management and retention

Compensation

_ GRI 2-20

Compensation management is overseen by the Human Resources area, which is responsible for reviewing and approving movements related to promotions, salary adjustments, and internal transfers, as well as updating and maintaining the guidelines of the compensation policy. Final approval of these movements is carried out by the Company's President, ensuring alignment with corporate strategies and guidelines. The process for defining and implementing the compensation policy is conducted internally and does not include the participation of external stakeholders or shareholders in decision-making.

Compensation of the highest governance body and senior executives

_ GRI 2-19

The compensation of the highest governance body and senior executives follows the guidelines established in the Company's compensation policy, which defines criteria for fixed and variable compensation. Salaries are determined based on a salary structure covering all positions within the organization, organized into grades and salary ranges varying from 80% to 120% of the reference value. The salary structure is considered a confidential document and is managed exclusively by the Human Resources area.

Total compensation consists of base salary, any additional payments required by applicable legislation or agreements and, where eligible, variable compensation. This policy applies to employees of the following BYD in Brazil entities: BYD do Brasil Ltda.; BYD Energy do Brasil Ltda.; Consórcio BYD SkyRail São Paulo; and BYD Indústria de Baterias Ltda. Senior executives may receive bonuses in accordance with the guidelines established in the global compensation policy. In addition, the salary merit review process takes place annually, typically in September, and includes employees with at least six months of service. The Compensation area is responsible for salary analysis and for conducting discussions with business areas and managers, while final approval is aligned with the organization's global guidelines.



BYD Facility in Camaçari (BA)



BYD Facility in Campinas (SP)

Collective bargaining agreements and collective labor conventions

_ GRI 2-30

Most employees at BYD in Brazil are currently covered by valid collective bargaining agreements or collective labor conventions, according to the labor union categories applicable to each facility and position, ensuring compliance with labor obligations and the preservation of rights and benefits established through collective negotiations. At the Camaçari (BA) Facility, all employees are likewise covered by the employers' collective labor convention and by individual agreements executed with the Metalworkers' Union of Camaçari (BA), ensuring structured labor relations aligned with Brazilian legislation and supported by the maintenance of acquired rights.

Benefits

_ GRI 401-2

The Company provides employees with a range of benefits aimed at well-being, quality of life, and support for personal and family needs. Key benefits include life insurance; medical and dental coverage; pharmacy assistance; meal and food allowances; fuel allowance; maternity and paternity leave; and childcare assistance, among others. These initiatives reinforce the Company's commitment to the overall well-being of its employees and contribute to a more balanced and healthy work environment.

Recruitment and onboarding process

_ GRI 3-3: Talent Management; 401-1

The recruitment process is conducted based on an assessment of candidates' profiles, considering both technical and behavioral competencies. Throughout the selection process, aspects related to the candidate's alignment with the Company's organizational culture and values are also evaluated, seeking to ensure that professional expectations are aligned with the Company's environment and objectives. To support this process, the organization uses digital recruitment platforms, including Gupy at the Camaçari (BA) Facility and Job Convo across its other operations, promoting greater agility, standardization, and efficiency in talent acquisition.

Following hiring, all new employees participate in a structured onboarding program. This stage is designed to introduce the Company's culture, history, key processes, products, and areas of operation. The program includes a formal welcome session and an immersion into the Company's values, with special emphasis on cultural integration between Brazil and China, as well as an introduction to its main products and operations.

The onboarding process also includes essential occupational health and safety content, such as the guidelines of NR-01, focused on occupational risk management; NR-06, addressing the proper use of Personal Protective Equipment (PPE); and NR-17, related to ergonomics and the prevention of occupational illnesses. In addition, employees receive training on



WHAT OUR TEAM SAYS



"Providing the Employee Handbook and the Code of Conduct during onboarding is a fundamental milestone in our governance framework. More than just documents, they represent the Company's commitment to transparency with every new employee. For me, ensuring that each new team member understands their rights, responsibilities, and the Company's ethical values from day one is what allows us to grow with order and mutual respect.

This is the foundation that supports an ethical and safe work environment for everyone. They protect our operational efficiency by establishing clear processes and expected behaviors, minimizing risks and ensuring that everyone speaks the same language. It is an investment in compliance that directly reflects the maturity and strength of our facility."

Rodrigo Rosseto

Senior Human Resources Manager, BYD Auto do Brasil



operational procedures, including Preliminary Risk Analysis (PRA), aimed at identifying hazards and assessing risks prior to carrying out activities.

In addition, the program addresses quality and excellence topics through quality awareness initiatives, reinforcing the Company's standards, the importance of process compliance, and a focus on end-customer satisfaction. This set of actions contributes to a more effective integration process, promoting safety, cultural alignment, and technical preparedness from the beginning of each employee's journey with the Company.



TOTAL NEW EMPLOYEES HIRED DURING THE YEAR BY AGE GROUP

CAMAÇARI (BA) FACILITY

	2023		2024		2025	
	N°	%	N°	%	N°	%
Up to 30 years old	No data are reported for the Camaçari Facility in 2023 and 2024, as operations had not yet commenced during those years.				683	35%
Between 30 and 50 years old					1,255	64%
Over 50 years old					16	1%

OTHER FACILITIES

	2023		2024		2025	
	N°	%	N°	%	N°	%
Up to 30 years old	23	20%	23	20%	98	38%
Between 30 and 50 years old	56	70%	56	70%	140	54%
Over 50 years old	5	10%	5	10%	22	8%

TOTAL NEW EMPLOYEES HIRED DURING THE YEAR BY GENDER

CAMAÇARI (BA) FACILITY

	2023		2024		2025	
	N°	%	N°	%	N°	%
Male	No data are reported for the Camaçari Facility in 2023 and 2024, as operations had not yet commenced during those years.				1,519	78%
Female					435	22%

OTHER FACILITIES

	2023		2024		2025	
	N°	%	N°	%	N°	%
Male	68	70%	250	70%	168	65%
Female	30	30%	120	30%	92	35%

TOTAL EMPLOYEES LEAVING THE COMPANY DURING THE YEAR BY AGE GROUP

CAMAÇARI (BA) FACILITY

	2023		2024		2025	
	N°	%	N°	%	N°	%
Up to 30 years old	No data are reported for the Camaçari Facility in 2023 and 2024, as operations had not yet commenced during those years.				20	6%
Between 30 and 50 years old					95	12%
Over 50 years old					2	6%

OTHER FACILITIES

	2023		2024		2025	
	N°	%	N°	%	N°	%
Up to 30 years old	15	25%	51	20%	83	34%
Between 30 and 50 years old	63	70%	125	70%	147	61%
Over 50 years old	6	5%	18	10%	12	5%

TOTAL EMPLOYEES LEAVING THE COMPANY DURING THE YEAR BY GENDER

CAMAÇARI (BA) FACILITY

	2023		2024		2025	
	N°	%	N°	%	N°	%
Male	No data are reported for the Camaçari Facility in 2023 and 2024, as operations had not yet commenced during those years.				73	62%
Female					44	38%

OTHER FACILITIES

	2023		2024		2025	
	N°	%	N°	%	N°	%
Male	48	60%	153	80%	145	60%
Female	31	30%	99	20%	97	40%



BYD Facility in Camaçari (BA)



Performance management

_ GRI 3-3: Talent Management; 404-3

During the first months of employment, performance evaluations are conducted at 45 and 90 days to monitor the employee's adaptation process, identify opportunities for improvement, and align expectations regarding job responsibilities.

In addition to this initial follow-up, the organization conducts annual performance evaluations for all employees. These assessments result in Individual Development Plans (IDPs) aimed at strengthening technical and behavioral competencies, reinforcing team capabilities, and supporting professional growth. However, this process was not carried out in 2025 due to an ongoing restructuring process. At the Camaçari (BA) Facility, given its early stage of operations, the annual performance evaluation was conducted in 2025.



BYD Facility in Campinas (SP)



Training and development

_ GRI 404-1

Continuous employee development is a strategic pillar of BYD in Brazil, contributing directly to operational excellence, technological innovation, and business sustainability. The Company views training and development as essential to strengthening employees’ technical and behavioral competencies, as well as fostering talent aligned with the demands of a constantly evolving industry.

In 2025, the facilities located in São Paulo (SP), Campinas (SP), and Manaus (AM) recorded 5,215 training hours, representing an average of 5.55 training hours per employee. This reflects significant growth compared to 2024, when 3,004 training hours were recorded, with an average of 2.55 hours per employee. The increase demonstrates the strengthening of Training and Development (T&D) initiatives and the Company's commitment to the continuous qualification of its workforce.

By gender, in 2025 male employees participated in 2,867 training hours, averaging 4.62 hours per employee, while female employees accounted for 2,348 training hours, averaging 3.36 hours per employee. These figures demonstrate equitable access to development opportunities and encourage female participation in training programs.

The distribution of training hours by job category shows a greater concentration among analysts, who recorded 4,039 training hours, averaging 6.28 hours per employee. Interns and apprentices showed the highest training intensity, averaging 11.8 training hours per participant. These results reinforce the Company's strategy of investing in early-career talent development and building a strong foundation of competencies for the future.

reer talent development and building a strong foundation of competencies for the future.

In 2025, the Camaçari (BA) Facility expanded its investments in employee training and development, reflecting the strengthening of professional development initiatives and continuous improvement efforts within the operation. During the year, a total of 11,662 training hours were recorded, resulting in an overall average of 9.92 training hours per employee.

By gender, male employees accounted for 9,678 training hours, averaging 11.5 hours per employee. Female employees recorded 1,984 training hours, averaging 6.4 hours per employee.

These results demonstrate the facility’s commitment to the continuous development of its workforce, contributing to competency building, strengthening organizational culture, and supporting the operational needs of the Camaçari (BA) Facility.

BYD University

To support the continuous development of its employees, the Company maintains BYD University, an internal corporate training program that offers content focused on developing technical and behavioral competencies, as well as deepening knowledge of the Company's products, processes, and businesses. Delivered through an online platform, the program promotes integrated learning across different Group entities, expanding access to knowledge in a scalable manner aligned with the corporate strategy.

AVERAGE TRAINING HOURS PER EMPLOYEE BY GENDER¹¹

CAMAÇARI (BA) FACILITY

	2024		2025	
	TOTAL HOURS	AVERAGE HOURS	TOTAL HOURS	AVERAGE HOURS
Male	No data are reported for the Camaçari Facility in 2023 and 2024, as operations had not yet commenced during those years.			
Female				
Total			11,662	9.92

OTHER FACILITIES

	2024		2025	
	TOTAL HOURS	AVERAGE HOURS	TOTAL HOURS	AVERAGE HOURS
Male	1,195	1.4	2,867	4.62
Female	1,809	5.8	2,348	7.36
Total	3,004	2.55	5,215	5.55

¹¹ Gender as self-identified by employees.

AVERAGE TRAINING HOURS PER EMPLOYEE BY JOB CATEGORY

OTHER FACILITIES

	2025	
	TOTAL HOURS	AVERAGE HOURS
Executive Management	0	0.00
Management	783	3.46
Specialist	157	5.06
Analyst	4,039	6.28
Intern/Apprentice	236	11.80
Total	5,215	5.55



Training exchange program in China for BYD Auto do Brasil employees

BYD Auto do Brasil has strengthened its talent development strategy through a structured international training program for employees of the Camaçari (BA) Facility. The initiative provides opportunities for employees to participate in intensive training programs at the Company's facilities in China, within highly advanced industrial environments, with a particular focus on battery manufacturing. The program is fully funded by the Company and includes all necessary support so that participants can dedicate themselves exclusively to learning.

Since its implementation, the program has benefited dozens of professionals, providing them with hands-on experience in advanced manufacturing processes and global quality standards in strategic cities such as Xi'an, Zhengzhou, Luhe, and Shenzhen. This immersion enables direct exposure to cutting-edge technologies, broadens technical knowledge, and provides an integrated view of the Company's global operations.

Upon returning to Brazil, participants serve as multipliers of the knowledge acquired, contributing to the continuous development of local teams and to improvements in operational efficiency. The initiative also reinforces the positioning of Camaçari (BA) as a relevant hub within the electric mobility value chain, while promoting professional development and strengthening the organization's culture of innovation.





WHAT OUR TEAM SAYS



"Providing Brazilian employees with immersive experiences at the Company's facilities in China, one of the world's leading centers of industrial innovation, expands not only their technical expertise but also their behavioral skills, enabling them to understand the rationale behind practices, the scale of operations, and the level of global excellence. Upon returning, these professionals demonstrate greater autonomy, critical thinking, and an enhanced ability to share knowledge, strengthening continuous learning and driving operational improvement. Initiatives such as this show that development goes beyond knowledge transfer, creating transformative experiences that expand technical competencies and skills such as adaptability, collaboration, and systems thinking. This helps build a strong and sustainable learning environment that prepares people, strengthens the organization, and promotes innovation and consistent growth."

Ana Carolina Pedrosa Costa

Training Supervisor, BYD Auto do Brasil



2025 ROCK ON! Large-Scale Training Program held at BYD Global headquarters

In 2025, BYD held the specialized training program 2025 ROCK ON! at its Global Headquarters. Approximately 200 employees from 36 countries and regions across all continents participated in this three-week training initiative.

Covering more than 70 core topics — including brand strategy, executive mentoring, benchmarking visits, product technology, dealership visits, live-streaming sessions, case studies, and field research — the program provided a comprehensive overview of the Company's latest developments, strategic initiatives, and technological innovations. In addition, it contributed to the standardization of international marketing practices, supporting the high-quality growth of the Company's global operations.





Occupational health and safety

_ GRI 3-3: Occupational Health and Safety; 403-1; 403-8

The Company maintains an Occupational Health and Safety Policy aligned with international best practices and compliant with Brazilian legislation. Occupational Health and Safety (OHS) management is treated as a strategic priority, based on a preventive, risk-oriented approach and implemented through a structured Occupational Health and Safety Management System (OHSMS), aligned with the Consolidation of Labor Laws (CLT), applicable Regulatory Standards (NRs), and recognized technical references.

OHS governance is integrated into senior leadership, with systematic monitoring of indicators, target-setting, and prioritization of actions focused on prevention and strengthening operational safety. The Company adopts a data-driven approach to decision-making and continuous improvement, using indicators, audits, and digital systems to monitor performance, training, incidents, Personal Protective Equipment (PPE) usage, and action plans. Key principles guiding this management approach include the continuous reduction of accidents and incidents, the strengthening of the safety culture, the advancement of management system maturity, and the progressive alignment with international standards.

All Regulatory Standards (NRs) applicable to the Company's operations are fully complied with. Standards not applicable to the Company's activities, such as NR-14, NR-19, NR-22, NR-29, NR-31, NR-34, and NR-36, are formally assessed through the legal requirements inventory, ensuring traceability and regulatory compliance. These guidelines support the protection of employees' health and physical integrity across all Company operations.

The OHSMS fully covers production, administrative, and support activities, including manufacturing, assembly, maintenance, logistics, technical services, and after-sales operations, encompassing both direct employees and third-party workers. The system is supported by programs, assessments, reports, and other applicable legal documentation, as well as the guidelines of the Integrated Management System (IMS) Policy. Based on this framework, occupational risks are identified and assessed, preventive measures are defined, and action plans are continuously monitored.

The OHS structure includes the Specialized Service in Safety Engineering and Occupational Medicine (SESMT), the Internal Commission for Accident Prevention (CIPA), the Emergency Response Team, occupational risk management processes, formal health and safety procedures, and the Zero Accident Policy. These initiatives are complemented by practices such as Preliminary Risk Analyses (PRA), training programs, audits, inspections, Daily Safety Dialogues (DSD), and incident investigations, strengthening the preventive culture throughout operations.

The Company also maintains a formal management system integrated with corporate risk management, including the Risk Management Program (PGR), a hazard inventory with hierarchical controls, standardized operating procedures, internal audits, periodic inspections, and an updated legal requirements management process. Operational controls include the management of Personal Protective Equipment (PPE) and Collective Protection Equipment (CPE), work instructions, inspection checklists, safe work procedures, performance indicators,



and IMS management review meetings. The management of this information is supported by the Qvalyteam system, which is used for monitoring indicators, document management, procedures, and the treatment of nonconformities.

In 2025, the system covered 100% of employees at the Camaçari (BA) Facility, totaling 2,500 professionals, and 80% of third-party workers, corresponding to 2,000 individuals, with the same level of coverage in internal audit processes. The Company establishes annual targets focused on reducing lost-time accidents and providing mandatory training to 100% of employees, aligned with its objectives of strengthening the preventive culture and continuously improving OHS management.

Occupational, physical, chemical, ergonomic, and psychosocial risks are continuously assessed, with preventive and corrective measures implemented through training, ergonomic improvements, and health awareness campaigns. Among the key initiatives is the Workplace Exercise Program, which contributes to reducing musculoskeletal complaints, improving well-being, and increasing productivity. Active employee participation is encouraged throughout all stages of the system, strengthening engagement, advancing the safety culture, and promoting the continuous improvement of health and safety practices.



Occupational health and safety training

_ GRI 403-5

The Company conducts Occupational Health and Safety (OHS) training through a structured and continuous approach, based on its Annual Training Plan and the guidelines of its Occupational Health and Safety Management System. All new employees, temporary workers, and third-party personnel participate in introductory training upon hiring as part of the onboarding program. This training covers essential topics such as basic safety principles, emergency procedures, the proper use of Personal Protective Equipment (PPE) and Collective Protection Equipment (CPE), as well as guidance on ergonomics and the prevention of occupational risks.

In addition, specific training programs are provided according to the risks associated with each role, covering activities such as electrical work, welding, material handling, machine operation, working at heights, and handling chemical substances, as well as the prevention of environmental hazards such as noise, dust, and vibration. For higher-risk activities, specialized training is conducted, including emergency simulations, evacuation procedures, first aid, and pre-hospital emergency response. The Company also provides periodic refresher and update training to reinforce procedures, address operational changes, and ensure that workers remain prepared for new technologies and processes.

At the Camaçari (BA) Facility, training is delivered through various formats, including classroom sessions, digital learning platforms, and practical activities such as simulations and group exercises, ensuring broad participation and effectiveness. Third-party workers receive specific training before



WHAT OUR TEAM SAYS



"The foundation of a safe and sustainable work environment at BYD Auto do Brasil is knowledge. Occupational health and safety training serves as a strategic tool that goes beyond regulatory compliance, reinforcing the commitment to preserving life, achieving operational excellence, and promoting corporate responsibility. By fostering a preventive mindset and equipping employees and third-party workers to identify risks and respond effectively, the Company strengthens risk management, ensures alignment throughout the value chain, and transforms knowledge into a safety culture that is practiced and shared daily. This reflects organizational maturity and a strategic vision focused on people's well-being and business continuity."

Lucas Fernandes
EHS Engineer, BYD Auto do Brasil



beginning their activities, ensuring compliance with the Company's standards.

Training effectiveness is continuously monitored through practical assessments, behavioral audits, safety inspections, and feedback from both leaders and employees. This monitoring process enables the identification of improvement opportunities, strengthens the prevention culture, and ensures the practical application of knowledge in the workplace, contributing to risk reduction and the continuous improvement of occupational health and safety performance.

WORK-RELATED INJURIES CONSIDERING ALL EMPLOYEES¹²

	2024		2025	
	N°	%	N°	%
Fatalities as a result of work-related injuries	0		0	
Work-related injuries with severe consequences (excluding fatalities)	0		0	
Recordable work-related injuries	3	0.006	7	
Number of hours worked	439,974.920		2,273.920	

¹² Photovoltaic Module Plant in Campinas, São Paulo; the Electric Bus Chassis Plant in Campinas, São Paulo; the Solar Kit Plant in Campinas, São Paulo; the Battery Plant in Manaus, Amazonas; Consórcio BYD SkyRail São Paulo (Line 17) in São Paulo, São Paulo; the Business Office in Rio de Janeiro, Rio de Janeiro; the Business Office in Vitória, Espírito Santo; the Distribution Center in Cariacica, Espírito Santo; and the Distribution Center in São José dos Pinhais, Paraná.

Promotion of Employee Well-Being

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

The promotion of employees' overall health is carried out through structured initiatives focused on physical and mental well-being, integrated into the Occupational Health and Safety Management System (OHSMS). The company maintains Specialized Occupational Safety Engineering and Occupational Medicine Services (SESMT), either in-house and/or outsourced, staffed by qualified professionals in accordance with Regulatory Standards NR-4 and NR-7. These services are responsible for identifying, assessing, and controlling risks, as well as continuously monitoring workers' health through pre-employment, periodic, and return-to-work medical examinations, based on the Occupational Health Medical Control Program (PCMSO), covering both employees and third-party workers across the company's different facilities.

These initiatives are implemented through a structured and integrated approach, supported by on-site medical

facilities, service channels, and partnerships with clinics, hospitals, and laboratories, ensuring timely, confidential, and comprehensive access to healthcare services. Employees also have access to healthcare plans covering outpatient care, hospitalization, diagnostic tests, therapies, and medical specialties, fully or partially subsidized according to internal criteria. The Company further expands its care initiatives beyond legal requirements through vaccination campaigns, health screenings, blood pressure monitoring, blood glucose testing, nutritional assessments, and psychological support.

Occupational health services play an important role in pre-employment and periodic medical evaluations, health monitoring based on the Occupational Health Medical Control Program (PCMSO), participation in investigations related to occupational health incidents, and the management of leave and return-to-work processes, contributing to safe reintegration. The structure also includes first-aid services and medical referrals whenever necessary.

In addition, programs focused on well-being and quality of life are implemented, including workplace exercise programs, incentives for physical activity, emotional health initiatives, and educational campaigns promoting healthy habits. Access to platforms such as Wellhub expands the availability of health, fitness, and well-being services, contributing to disease prevention and the improvement of the work environment. Initiatives also include support groups for reducing alcohol consumption and smoking cessation, as well as specific programs focused on women's and men's health, with an emphasis on prevention and awareness.

To ensure employee participation, the organization maintains internal communication regarding available services, provides healthcare support either on-site or through accredited service networks, and adopts flexible scheduling mechanisms that allow participation in health-related activities without affecting professional responsibilities. These measures help expand access to programs and strengthen a culture of care and prevention across all operations.



BYD Facility in Camaçari (BA)



Management of occupational health and safety risks

_ GRI 403-2

The promotion of employee well-being is integrated into the Occupational Health and Safety Management System (OHSMS), which includes structured processes for hazard identification, risk assessment, and the implementation of preventive measures. These processes cover both direct employees and third-party workers whose activities and workplaces are under the Company's control, considering physical, chemical, biological, ergonomic, and psychosocial risks. Occupational risks are systematically identified, assessed according to their level of criticality, and managed through preventive controls, strengthening the preventive approach across operations.

At the Campinas (SP) and Manaus (AM) Facilities, hazard identification and risk assessment are conducted through operational and preventive tools such as Preliminary Risk Analyses (PRA) for critical or non-routine activities; Work Permits (WP) for higher-risk activities, including working at heights, electrical work, confined spaces, and hot work; safety inspection checklists and periodic inspections of operational areas; Daily Safety Dialogues (DSD) and behavioral observations; reviews of operating procedures and work instructions; and ergonomic and occupational health assessments.

At the Camaçari (BA) Facility, risk management follows the same principles. In addition to the tools mentioned above, the facility adopts instruments such as the Risk Management Program (PGR), Occupational Risk Management (GRO), audits conducted by the Internal Commission for Accident Prevention (CIPA), and safety walks with senior leadership, enabling the continuous assessment of risks throughout operations,

from component handling to assembly, welding, testing, and vehicle movement activities.

The quality and consistency of these processes are ensured across all Company facilities in Brazil through governance and monitoring mechanisms, including continuous training for Occupational Health and Safety (OHS) teams, leadership, and workers; clearly defined responsibilities and competencies in internal procedures; internal and external audits to verify compliance and control effectiveness; active worker participation through CIPA, DSDs, suggestion programs, and formal reporting channels; and the standardization of tools and methodologies for hazard identification, risk assessment, and risk classification.

At the Camaçari (BA) Facility, this approach is reinforced through structured reporting channels such as collaborative safety rounds and operational forums, as well as a just culture policy that ensures the absence of retaliation and encourages open communication, including confidential and anonymous reporting. All incidents are investigated using root-cause analysis methodologies, ensuring the definition and implementation of effective corrective and preventive actions.

The results of these assessments are used to guide decision-making and strengthen prevention efforts through the application of the hierarchy of controls: hazard elimination; substitution of materials, processes, or technologies; engineering controls; administrative controls; and the use of Personal Protective Equipment (PPE).

The organization also maintains formal and accessible channels through which workers can report hazards, unsafe conditions, and near misses. At the Campinas (SP) and Manaus (AM) Facilities, these mechanisms include Safety Cards,

confidential suggestion boxes, reports raised during DSDs, CIPA meetings, direct communication with the OHS team, and computerized reporting systems. At the Camaçari (BA) Facility, these mechanisms are complemented by the right to refuse unsafe work, which allows employees to stop activities in situations involving serious and imminent risk without penalty, reinforcing the preventive culture and collective engagement in risk management.



BYD Facility in Campinas (SP)

Training on Regulatory Standards

The Company maintains a consistent commitment to the health, safety, and well-being of its employees by continuously promoting technical training programs in compliance with Brazil's Regulatory Standards (NRs). These training initiatives contribute to the prevention of occupational risks and the maintenance of safe working environments, aligned with applicable legislation and occupational health and safety best practices.

Training programs systematically cover the main Regulatory Standards, including NR-01, NR-05, NR-06, NR-11, NR-12, NR-17, NR-18, NR-20, and NR-35, addressing topics related to risk management, ergonomics, the use of Personal Protective Equipment (PPE), machinery and equipment safety, the handling of flammable materials, and working at heights. These initiatives reinforce the preventive culture and the Company's commitment to protecting the physical integrity of its workforce.



Incident investigation

_ GRI 403-9

BYD in Brazil maintains a structured incident investigation process aimed at identifying immediate and root causes, mitigating risks, and continuously improving its Occupational Health and Safety Management System (OHSMS).

All events, including lost-time and non-lost-time injuries, near misses, and unsafe conditions, are formally recorded through internal reporting channels, ensuring the involvement of the Occupational Health and Safety (OHS) area. Investigations are conducted by specialized teams, with support from the relevant departments and, when applicable, the Internal Commission for Accident Prevention (CIPA), using recognized methodologies such as cause-and-effect diagrams, the Five Whys technique, and Ishikawa diagrams.

During the investigation process, risks associated with the event are reassessed based on the actual circumstances of the occurrence. Based on this analysis, corrective actions are defined in accordance with the hierarchy of controls, priori-

tizing the elimination of hazards at their source. Actions are implemented with defined deadlines and assigned responsibilities, and their effectiveness is monitored by the OHS team.

Lessons learned throughout the process are incorporated into the OHSMS, contributing to updates of the risk inventory, improvements in operational procedures, enhancement of training programs, and the evolution of safety indicators and practices.

The Camaçari (BA) Facility maintains a structured incident investigation process, including near misses, based on methodologies such as root-cause analysis, Ishikawa Diagrams, and the Five Whys technique. Incidents are recorded in a dedicated system, analyzed by multidisciplinary teams, and result in the implementation of corrective and preventive actions, whose effectiveness is monitored over time. Lessons learned are incorporated into processes, training programs, and operational procedures, promoting the continuous improvement of health and safety performance and strengthening the organizational culture.

Occupational health and safety management in third-party relationships

_ GRI 403-7

The Company adopts a structured approach to managing occupational health and safety for third-party workers, focusing on the prevention and mitigation of risks associated with activities performed by suppliers, service providers, and logistics partners. At the Campinas (SP) and Manaus (AM) Facilities, this management approach is integrated into the Company's Occupational Health and Safety System and considers the operational environments, processes, and equipment involved in outsourced activities.

Before contracting, minimum QHSE requirements and supplier qualification processes are conducted, including the review of legal documentation for companies and their workers, as well as the assessment of hazards and risks associated with the activities to be performed. This process considers factors such as the work environment, equipment used, and operating procedures, ensuring that service providers are capable of meeting the established safety standards. Contracts include mandatory occupational health and safety clauses requiring compliance with applicable legislation and Regulatory Standards (NRs), the provision of appropriate Personal Protective Equipment (PPE), the completion of training programs, and occupational health monitoring.

Throughout service execution at the Campinas (SP) and Manaus (AM) Facilities, audits, inspections, and periodic monitoring are conducted for critical suppliers and contractors, in addition to training and awareness initiatives

designed to reinforce alignment with safety requirements and operational best practices.

At the Camaçari (BA) Facility, this management approach follows the same principles, using a preventive model integrated into the Occupational Health and Safety Management System (OHSMS). Before activities begin, preliminary hazard and risk assessments are conducted, taking into account the specific characteristics of the operations, work environments, and equipment involved. Contracts with third parties also establish clear obligations regarding compliance with Regulatory Standards, the use of PPE, completion of specific training programs, and adherence to occupational health requirements.

During the execution of activities at the Camaçari (BA) Facility, the Company maintains ongoing audit, inspection, and monitoring processes for critical partners, verifying compliance with established standards and the application of safety practices. In addition, it promotes integration, training, and engagement initiatives for third-party workers, ensuring alignment with internal procedures and strengthening the prevention culture within the operational environment.





Communication and participation tools

_ GRI 403-4

BYD in Brazil recognizes that building a safe and healthy workplace depends on the active engagement of workers. Therefore, it maintains structured processes for participation, consultation, and communication in Occupational Health and Safety (OHS), involving both direct employees and third-party workers under its management. At the Campinas (SP) and Manaus (AM) Facilities, this approach aims to strengthen the prevention culture and ensure that safety-related decisions take into account the experience and perceptions of those directly involved in operations.

Worker participation takes place through several formal mechanisms designed to encourage dialogue and identify opportunities for improvement:



INTERNAL COMMISSION FOR ACCIDENT PREVENTION (CIPA): composed of employee-elected and Company-appointed representatives, responsible for periodic meetings to assess risks and monitor actions;



DAILY SAFETY DIALOGUES (DSDS): Conducted before the start of operational activities;



SUGGESTION PROGRAMS AND SAFETY CARDS: Which enable the reporting of risks and improvement opportunities;



WORKING GROUPS AND MULTIDISCIPLINARY COMMITTEES: Dedicated to specific safety-related topics;



PARTICIPATION IN INCIDENT INVESTIGATIONS: Contributing to the identification of causes and the definition of preventive measures.

At the Camaçari (BA) Facility, these same mechanisms are applied in a structured manner and integrated into daily operations, with an emphasis on active listening and continuous employee engagement. Participation occurs through CIPA, DSDs, suggestion programs, risk reporting mechanisms, multidisciplinary groups, and incident investigations, strengthening the ongoing exchange of information among employees, leadership teams, and the OHS area.

Communication of health and safety information is also carried out continuously and through accessible channels. At the other facilities, the organization uses a variety of tools to disseminate information and guidance:

- Information boards and safety signage in operational areas;
- Internal digital platforms and corporate communication channels;
- Mandatory classroom and online training programs tailored to job functions and associated risks;
- Onboarding programs for new employees and third-party workers;
- Sharing of OHS performance indicators and results.

These practices are also adopted at the Camaçari (BA) Facility, with additional emphasis on the regular disclosure of indicators and results, promoting transparency and shared accountability. CIPA plays a central role at the facility and is composed of elected and appointed representatives in accordance with NR-5. Monthly meetings are formally recorded, with extraordinary meetings convened when necessary. Its responsibilities include hazard identification, proposing improvements, incident analysis, and supporting programs such as the Risk Management Program (PGR) and the Occupational Health Medical Control Program (PCMSO).

Although third-party workers are not formally represented on CIPA at the Camaçari (BA) Facility, they participate in OHS initiatives, including training sessions, awareness campaigns, and discussions related to shared activities. This model ensures a participatory, transparent environment aligned with best practices, strengthening collective engagement in the promotion of occupational health and safety.



BYD Facility in Camaçari (BA)



Internal Commission for Accident Prevention (CIPA)

The Company maintains formal occupational health and safety committees through the Internal Commission for Accident Prevention (CIPA), structured in accordance with the guidelines of Regulatory Standard NR-5. The commission is composed of representatives from both the Company and employees. Employee representatives are elected through direct and secret voting, ensuring workforce participation and representation, while Company representatives are appointed by management, promoting integration between operational areas and leadership.

CIPA's main responsibilities include identifying workplace risks, proposing preventive measures, monitoring health and safety initiatives, and supporting accident and incident investigations. The commission also promotes educational and awareness campaigns and collaborates in the implementation and monitoring of prevention programs, such as the Risk Management Program (PGR) and the Occupational Health Medical Control Program (PCMSO).

CIPA meetings are held monthly, with minutes formally recorded and monitored by the Occupational Health and Safety area. Extraordinary meetings may be convened in specific situations, such as significant accidents, operational changes, or audits. Although advisory in nature, the commission plays an important role in improving safety practices, as its recommendations are considered by management as valuable inputs for the continuous improvement of working conditions.

All direct employees of the organization are represented by CIPA. Third-party workers are not formally included in the commission due to their contractual relationship with ser-

vice providers; however, they are covered by the prevention initiatives and health and safety campaigns promoted by the organization. Whenever appropriate, representatives of these companies may participate in meetings or discussions related to shared activities.



BYD Facility in Camaçari (BA)

Protection against retaliation and the right to refuse unsafe work

BYD in Brazil adopts a zero-tolerance policy toward retaliation, ensuring that no worker is penalized for reporting hazards, incidents, or suggesting improvements related to occupational health and safety. This commitment is formally established in the Company's Code of Conduct and reinforces the development of a just safety culture, in which employees are encouraged to communicate risk situations and actively contribute to accident prevention. Any reports of retaliation are handled rigorously by the Human Resources area, with support from the Occupational Health and Safety Management System (OHSMS), and may be submitted confidentially or anonymously.

The organization also formally recognizes and communicates the right to refuse unsafe work, which allows employees to stop or withdraw from any activity they believe presents a serious and imminent risk to their health or safety. This right is established in the Company's occupational health and safety procedures, in compliance with Regulatory Standard NR-1, and is reinforced through training programs, onboarding initiatives, and awareness campaigns focused on risk prevention and the protection of workers' physical integrity.

THE PROCESS FOR EXERCISING THE RIGHT TO REFUSE UNSAFE WORK INCLUDES:



Immediate interruption of the activity by the worker upon identifying the hazardous situation;



Communication of the situation to the immediate supervisor and the Occupational Health and Safety team;



Technical assessment of the situation by the Safety area;



Resumption of the activity only after the risk has been eliminated or effectively controlled.

Governance and Strategy

Occupational health and safety (OHS) governance is integrated into senior leadership, with systematic monitoring of indicators, target setting, and prioritization within OHS action plans. The company adopts a data-driven approach to decision-making and continuous improvement.

COMMITMENTS AND CONTINUOUS IMPROVEMENT

The company has established the following guidelines:

- Continuous reduction of accidents and incidents;
- Strengthening the safety culture;
- Advancing the maturity of the management system;
- Progressive alignment with international standards.

Social and community initiatives

_ SDGs 1; 2; 3; 4; 6; 7; 8; 9; 10; 11 and 15

The Company's commitment to sustainable development is also reflected in its social initiatives. Beyond technological innovation and environmental efficiency, the Company invests in programs focused on inclusion, community development, and the strengthening of local networks. This approach broadens the impact of its operations and contributes to the creation of shared value. Through this vision, the Company positions itself as an agent of transformation, capable of promoting positive and lasting change in the regions where it operates, reinforcing its responsible role within society.

IN THIS SECTION:

- 106 COMMUNITY ENGAGEMENT
- 109 SOCIAL INITIATIVES



FOTO: Yuri Girardi



Community engagement

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

Community Engagement Initiatives in Camaçari (BA)

As part of the implementation of the Camaçari (BA) Facility, community engagement initiatives are carried out through the Social Communication Program (PCS), structured in accordance with the conditions established in the project's environmental permits. This work was preceded by a structured stakeholder mapping process, including an assessment of the project's impact matrix and the identification of key stakeholder groups, followed by coordination with the Municipality of Camaçari (BA), through the Municipal Department of Social Development and Citizenship (SEDES), to align actions and develop a joint implementation schedule based on local needs.

The Social Communication Program is managed through a structured process that includes continuous monitoring of activities, coordination with suppliers responsible for implementing initiatives, and active participation in decision-making processes. As part of this strategy, the "Talk to BYD Camaçari" communication channel was established for residents located within the Area of Indirect Influence (AII), enabling the submission of questions, suggestions, and concerns. Throughout 2025, the channel was used on an ongoing basis, with all records addressed and consolidated into technical reports submitted to the state environmental licensing authority, contributing to transparency and the monitoring of community demands.



WHAT OUR TEAM SAYS



"BYD's arrival in Camaçari has contributed to creating opportunities for local development, particularly within the context of Industry 4.0, by combining technological innovation with sustainable products. The Company understands that strong relationships with surrounding communities depend on continuous and transparent dialogue, as demonstrated by the socio-environmental workshops conducted in the region, which promote engagement and knowledge sharing."

Jefferson França de Jesus

Environmental Analyst, BYD Auto do Brasil





Social Communication Program

Consórcio BYD SkyRail São Paulo, responsible for the Line 17-Gold project, implements a Social Communication Program aligned with environmental permits, regulatory requirements, contractual guidelines established with the São Paulo Metro, the project's communication plan, and corporate sustainability, social responsibility, and QHSE management policies. The program seeks to maintain transparent dialogue with the community, fully address all stakeholder concerns received, and mitigate construction-related impacts such as noise, dust, and urban disruptions, while maximizing benefits including job creation, infrastructure modernization, and the strengthening of the local economy. Impact management also involves suppliers and partners through shared accountability mechanisms and corrective measures whenever necessary.

Implemented initiatives include direct communication channels, educational campaigns, signage, protective barriers, and continuous monitoring of activities. The 2025 results demonstrate the program's effectiveness, with 100% of stakeholder requests addressed within established deadlines and strengthened institutional engagement, reflecting maturity in social management practices and helping position the project as a benchmark for sustainable urban mobility.



→ WHAT OUR TEAM SAYS



“Social Communication on Line 17-Gold is built through direct engagement with the community and a commitment to ensuring that every interaction is conducted with attention, respect, and responsibility. More than simply implementing a structured plan, we strive to maintain a presence within the local area, listening to concerns, clarifying impacts, and acting proactively to minimize disruptions to people’s daily lives. Through this continuous process of dialogue and proximity, we transform indicators into real relationships, strengthening community trust and helping the project advance in a sustainable and integrated manner.”

—
Angélica de Cássia Gonçalves

HSE Engineer, BYD SkyRail São Paulo Consortium



Cultural integration through the first employee football tournament

The Company organized its first internal football tournament at the Camaçari (BA) Facility as part of its initiatives aimed at strengthening cultural integration among employees. The event brought together mixed teams composed of Brazilian and Chinese professionals, encouraging interaction, teamwork, and cultural exchange within the workplace.

With participation from employees across different departments, the tournament helped bring together teams working in diverse functions, fostering a more collaborative and aligned work environment. The final match, marked by a balanced and dynamic game, reinforced the spirit of unity and mutual respect among participants, highlighting the role of sports as a tool for engagement and integration.

More than a recreational activity, the initiative reflects the Company's commitment to valuing people and fostering a diverse and inclusive workplace, strengthening relationships among employees and contributing to a more integrated and collaborative organizational culture.



June Festival at the Camaçari Facility

In 2025, the company held a traditional June Festival for employees at the Camaçari Facility, providing an opportunity for team integration and fellowship.





Social initiatives

Socio-environmental workshops in Camaçari (BA)

As part of its environmental education and community engagement initiatives in the areas surrounding the Camaçari (BA) Facility, the Company developed an integrated program of Socio-Environmental Workshops in partnership with the Casa da Criança e do Adolescente and local Social Assistance Reference Centers (CRAS). These initiatives are part of the Environmental Education Program and aim to encourage sustainable practices, promote social inclusion, and strengthen relationships with local communities.

Throughout the reporting period, six workshops were conducted between August and September, engaging residents and local institutions in activities focused on environmental awareness and the responsible use of resources. The initiatives addressed different audiences and themes. At the PHOC CRAS, a Food Waste Reduction Workshop was held, focusing on minimizing food waste and promoting healthier eating habits, including recipes based on the full use of fruits. Workshops on crafts made from recyclable materials and practical waste reuse activities were also conducted.

Among the highlights was the handmade soap production workshop held at the Verde Horizonte CRAS, which marked the conclusion of the program cycle. During this activity, participants learned techniques for reusing used cooking oil, preventing improper disposal and contributing to the protection of soil and water resources. In addition to encouraging more sustainable habits, the workshop introduced alternatives for transforming household waste into useful products

with income-generation potential.

At the Casa da Criança e do Adolescente, activities were designed for children and adolescents, including sustainability and raised-garden workshops covering organic cultivation techniques, community garden care, and the relationship between food and the environment.

As a closing milestone, a community event was held under the theme “The Future Begins with These Hands”, bringing together workshop participants for a program that included a collaborative art panel, cultural performances, exhibitions of the activities developed, and community integration activities.

By promoting environmental education, encouraging social engagement, and disseminating sustainable practices in everyday life, the initiative expands the positive impact of the Company's operations and contributes to building a close, responsible, and transformative relationship with surrounding communities.



Neojiba Orchestra concert brings culture to the Camaçari (BA) industrial complex

The BYD Industrial Complex in Camaçari (BA) hosted a unique concert by the Neojiba Orchestra, marking the first performance by the group within a manufacturing facility. The initiative reinforced the connection between culture, innovation, and the industrial environment, providing a distinctive experience for employees and demonstrating the Company's commitment to valuing people and promoting culture.

The performance featured approximately 80 musicians under the direction of conductor Breno Albuquerque and took place in the vehicle final assembly area, one of the largest automotive manufacturing facilities in South America. The repertoire included classical works and pieces from Brazilian music, creating an environment that combined art and technology within a space traditionally dedicated to production. All employees at the complex participated in the event, which formed part of the Company's year-end celebrations.

The initiative reinforces the Company's role as an agent of social and cultural transformation by promoting experiences that extend beyond the production environment. By bringing symphonic music into the industrial workplace, the event contributed to strengthening employees' sense of belonging, well-being, and integration, while also enhancing relationships with the local community.





Clean energy brings support and resilience to a hospital in Rio Grande do Sul

In response to the floods that affected the state of Rio Grande do Sul, the Company donated more than 2,200 photovoltaic modules to the São Jerônimo Regional Hospital, contributing to the restoration of its infrastructure and the continuity of healthcare services in the region. The initiative forms part of the Company's emergency support efforts and its commitment to promoting sustainable solutions in times of crisis.

The installed solar energy system generates approximately 120,000 kWh per month, ensuring the uninterrupted operation of critical hospital areas such as intensive care units (ICUs), surgical centers, and emergency services. In addition to providing greater energy security, the solution reduces operating costs and enables the hospital to allocate more resources to patient care, strengthening its capacity to respond during periods of heightened demand.

The initiative was carried out in partnership with a company specialized in solar energy solutions and represents a practical application of technology as a tool for social transformation. In a context increasingly affected by extreme climate events, the use of clean energy contributes to enhancing institutional resilience and ensuring the continuity of essential services.

During the flooding period, the Company also mobilized additional resources to support affected communities, including the use of electrified vehicles as mobile energy sources, assisting emergency operations and the logistics of supply distribution. This contribution was recognized by local authorities, highlighting the Company's role in supporting the recovery of impacted regions.



BYD Brand Awards in Brazil in 2025

-  Folha Top of Mind 2025: Electric Cars;
-  Folha Top of Mind 2025: Top Performance;
-  Digital Awards Brasil 2025: Digital Innovation;
-  AutoEsporte Car of the Year Award: 2026 Customer Service of the Year Certificate – Brand Website Survey;
-  Reclame Aqui Award 2025: Electric and Hybrid Vehicle Manufacturer;
-  Reclame Aqui RA1000 Certification;
-  Terra / Guia do Carro Trend Car Award 2025: Automotive Trend;
-  LIDE Brazil Leaders Award – Executive of the Year: Alexandre Baldy;
-  LIDE Brazil Leaders Award – Automotive Company of the Year.



GRI content index

STATEMENT OF USE: BYD do Brasil Ltda. has reported the information cited in this GRI Content Index for the period from January 1, 2025, to December 31, 2025, with reference to the GRI Standards.

GRI 1 USED: GRI 1: Foundation 2021.

GRI 2: General
Disclosures 2021

GRI STANDARD – DISCLOSURE		LOCATION/RESPONSE	OMITTED REQUIREMENT AND EXPLANATION
THE ORGANIZATION AND ITS REPORTING PRACTICES			
2-1	Organization details	p. 33	
2-2	Entities included in the organization's sustainability reporting	p. 7	
2-3	Reporting period, frequency and contact point	p. 7	Item b: BYD in Brazil does not issue financial reports.
2-4	Restatements of information	p. 7	
2-5	External assurance	The report has not been externally assured.	
ACTIVITIES AND WORKERS			
2-6	Activities, value chain and other business relationships	p. 33, 47	
2-7	Employees	p. 86, 87	
2-8	Workers who are not employees	p. 86, 87	BYD in Brazil does not disclose the number of third-party workers.
GOVERNANCE			
2-9	Governance structure and composition	p. 40, 41	
2-10	Nomination and selection of the highest governance body		
2-11	Chair of the highest governance body	p. 40, 41	
2-12	Role of the highest governance body in overseeing the management of impacts	p. 40, 41	
2-13	Delegation of responsibility for managing impacts	p. 40, 41	
2-14	Role of the highest governance body in sustainability reporting	p. 8	



GRI STANDARD – DISCLOSURE			LOCATION/RESPONSE	OMITTED REQUIREMENT AND EXPLANATION
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	p. 41	
	2-16	Communication of critical concerns	p. 40, 41	
	2-17	Collective knowledge of the highest governance body	p. 42	Information not available at BYD in Brazil – Profile of Board members.
	2-18	Evaluation of the performance of the highest governance body		Confidential information BYD in Brazil.
	2-19	Remuneration policies		Confidential information at the Camaçari Facility.
	2-20	Process to determine remuneration		Confidential information at the Camaçari Facility.
	2-21	Annual total compensation ratio		Confidential information BYD in Brazil.
	STRATEGY, POLICIES AND PRACTICES			
	2-22	Statement on sustainable development strategy	p. 4, 5	
	2-23	Policy commitments	p. 42	Information not available for the Camaçari Facility.
	2-24	Embedding policy commitments	p. 42	Information not available for the Camaçari Facility.
	2-25	Processes to remediate negative impacts	p. 43	
	2-26	Mechanisms for seeking advice and raising concerns	p. 43	
	2-27	Compliance with laws and regulations		Confidential information BYD in Brazil.
	2-28	Membership associations	p. 38	
GRI 3: Material Topics 2021	2-29	Approach to stakeholder engagement – Communities/Society	p. 37	
	2-30	Collective bargaining agreements	p. 91	
GRI 3: Material Topics 2021	3-1	Process to determine material topics	p. 8, 9	
	3-2	List of material topics	p. 8, 9	
GRI 3: Material Topics 2021	MATERIAL TOPIC	INTEGRITY AND BUSINESS ETHICS	p. 42, 43	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	p. 45	There is not yet a structured corruption risk assessment process.
	205-2	Communication and training about anti-corruption policies and procedures	p. 45	
	205-3	Confirmed incidents of corruption and actions taken	p. 45	



GRI STANDARD – DISCLOSURE			LOCATION/RESPONSE	OMITTED REQUIREMENT AND EXPLANATION
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices		Confidential information at the São Paulo/Campinas Facility. At the Camaçari Facility, there is no relevant information or reported incidents from the plant to disclose.
GRI 207: Tax 2019	207-1	Approach to tax		Confidential information BYD in Brazil
	207-2	Tax governance, control and tax risk management		Confidential information BYD in Brazil
GRI 3: Material Topics 2021	MATERIAL TOPIC	CLIMATE CHANGE RESPONSE	p. 24	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Pag 82. For the compilation of information related to GRI Disclosure 301-1, all materials used in operations during the reporting period were considered, including raw materials, auxiliary process inputs, semi-manufactured parts and components, and packaging materials. All materials were purchased from external suppliers through regular procurement processes. Data were obtained from internal inventory control records, inbound invoices, and corporate systems, reflecting materials in their original state, in accordance with GRI guidance. When direct weight information was not available, estimates were used based on the records available.	Information not available for the Camaçari Facility
	301-2	Recycled input materials used	During the reporting period, the organization did not use raw materials or materials with recycled content in the manufacture of its main products. Therefore, the percentage of recycled materials used, in accordance with GRI 301-2, was 0%. The materials used are predominantly virgin materials due to technical, performance, and product quality requirements.	Information not available for the Camaçari Facility
	301-3	Reclaimed products and their packaging	During the reporting period, the organization did not have systematic controls and reliable historical data that would allow the measurement of the volume of products and/or packaging reclaimed for the reported category. Due to this limitation, it was not possible to calculate or estimate the indicator consistently without compromising the quality and traceability of the reported information. The organization is in the process of improving its control systems to enable the collection and reporting of this data in future reporting cycles.	Information not available at BYD in Brazil
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	BYD in Brazil did not conduct a corporate Greenhouse Gas (GHG) emissions inventory in 2024 and 2025. GHG emissions reporting is prepared only when required by specific regulatory requirements, such as operational change processes or environmental license renewals. Therefore, no data are available for reporting during this period.	
	305-2	Energy indirect (Scope 2) GHG emissions		
	305-3	Other indirect (Scope 3) GHG emissions		
	305-4	GHG emissions intensity		
	305-5	Reduction of GHG emissions		Not applicable. The organization did not establish formal targets or monitor GHG emission reductions in 2024 and 2025 due to the absence of a GHG inventory during the reporting period.
	305-6	Emissions of ozone-depleting substances	BYD in Brazil did not specifically monitor emissions of ozone-depleting substances (ODS) during the reporting period, as this requirement is not applicable to its current operations. Therefore, no data are available for reporting. Specifically regarding the Camaçari Facility, the organization reports that it has no processes or services that result in the production, import, export, or release of ozone-depleting substances, including CFC-11 (trichlorofluoromethane) or its equivalents, in accordance with the parameters established for calculating ODS emissions.	
	305-7	Significant emissions of NOx, SOx, and other air emissions	The organization did not conduct systematic monitoring or a quantitative inventory of atmospheric emissions (NOx, SOx, or others) in 2024 and 2025. Air emissions control is carried out in accordance with applicable legal requirements and environmental permit conditions; however, there are no consolidated data available for GRI reporting during the period.	



GRI STANDARD – DISCLOSURE			LOCATION/RESPONSE	OMITTED REQUIREMENT AND EXPLANATION
GRI 302: Energy 2016	302-1	Energy consumption within the organization	p. 76	Item d: There is no energy sold by BYD in Brazil
	302-2	Energy consumption outside of the organization	BYD in Brazil reports that it does not consume fuels from non-renewable sources outside its facilities. Therefore, total consumption for this item is zero (0 joules). All external operations use outsourced services that are not under the direct operational control of the organization or operate exclusively with renewable sources. Likewise, there is no consumption of fuels from renewable sources outside the Company's facilities, which also results in zero consumption (0 joules) for this indicator.	
	302-3	Energy intensity	p. 76	
	302-4	Reduction of energy consumption	p. 76. At the Camaçari Facility, it is not possible to address reductions, as the project is still in the implementation phase.	
	302-5	Reductions in energy requirements of products and services	Regarding reductions in the energy requirements of marketed products and services, it has not yet been possible to quantify these reductions in joules or their multiples. However, BYD in Brazil has been incorporating energy efficiency criteria into the development of its products and services, and new initiatives are being evaluated for future implementation. As these actions progress, the Company may establish appropriate measurement mechanisms to report this information in a structured manner in future reporting cycles.	
GRI 3: Material Topics 2021	MATERIAL TOPIC	NATURE AND BIODIVERSITY	p. 72, 73	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	p. 83	
	303-2	Management of water discharge-related impacts	p. 84	
	303-3	Water withdrawal	p. 83	
	303-4	Water discharge	Camaçari Facility: Effluents are predominantly domestic in nature, with no hazardous or industrial compounds. Therefore, there are no priority substances to report under this disclosure. No measurement of generated effluents was carried out. The Company disposes of domestic effluents in accordance with the requirements established in the environmental conditions of the Camaçari Industrial Complex.	
	303-5	Water consumption	p. 83	Information not available at BYD in Brazil
GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss		Not applicable
	102-2	Management of biodiversity impacts		Not applicable
	102-3	Access and equitable benefit-sharing		Not applicable
	102-4	Identification of biodiversity impacts	p. 72, 73	
	102-5	Locations with biodiversity impacts	p. 72, 73	
	102-6	Direct drivers of biodiversity loss		Not applicable
	102-7	Changes in the state of biodiversity		Not applicable
	102-8	Ecosystem services		Not applicable



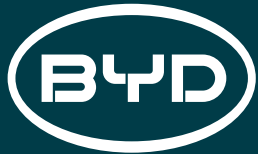
GRI STANDARD – DISCLOSURE		LOCATION/RESPONSE		OMITTED REQUIREMENT AND EXPLANATION
GRI 3: Material Topics 2021	MATERIAL TOPIC	WASTE MANAGEMENT / CIRCULAR ECONOMY	p. 78 , 79, 80	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	p. 78 , 79, 80	
	306-2	Management of significant waste-related impacts	p. 78 , 79, 80	
	306-3	Waste generated	p. 78 , 79, 80	
	306-4	Waste diverted from disposal	p. 78 , 79, 80	
	306-5	Waste directed to disposal	p. 78 , 79, 80	
GRI 3: Material Topics 2021	MATERIAL TOPIC	LABOR RIGHTS	p. 44	
GRI 3: Material Topics 2021	MATERIAL TOPIC	OCCUPATIONAL HEALTH AND SAFETY	p. 98	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	p. 91	Item b by region – Information not available
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 91	
	401-3	Parental leave		Confidential information BYD in Brazil
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	p. 98	
	403-2	Hazard identification, risk assessment, and incident investigation	p. 101	
	403-3	Occupational health services	p. 100	
	403-4	Worker participation, consultation, and communication on occupational health and safety		
	403-5	Worker training on occupational health and safety	p. 99	
	403-6	Promotion of worker health	p. 100	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 102	
	403-8	Workers covered by an occupational health and safety management system	p. 98	
	403-9	Work-related injuries	p. 102	Item b – Information not available. No fatalities, severe work-related injuries, or recordable work-related injuries involving third-party workers were identified.
	403-10	Work-related ill health	p. 100	



GRI STANDARD – DISCLOSURE			LOCATION/RESPONSE	OMITTED REQUIREMENT AND EXPLANATION
GRI 3: Material Topics 2021	MATERIAL TOPIC	TALENT MANAGEMENT	p. 91. Employee performance management is carried out through practices aimed at monitoring professional development and strengthening individual competencies. In 2025, this process was not applied to employees at BYD's Facilities in Brazil.	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	p. 95	Item a.ii Information not available for BYD in Brazil
	404-2	Programs for upgrading employee skills and transition assistance programs		BYD does not have this initiative
	404-3	Regular performance and career development reviews	p. 94	Item a.ii – Information not available by functional category
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	p. 88, 89	
	405-2	Ratio of basic salary and remuneration of women to men		Confidential information BYD in Brazil
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken		Confidential information BYD in Brazil
GRI 3: Material Topics 2021	MATERIAL TOPIC	COMMUNITY ENGAGEMENT	p. 105, 106	
GRI 3: Material Topics 2021	MATERIAL TOPIC	RESPONSIBLE SUPPLY CHAIN	p. 47	
GRI 3: Material Topics 2021	MATERIAL TOPIC	STAKEHOLDER ENGAGEMENT	p. 37	
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. 47	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	p. 47	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	p. 47	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	p. 105, 106	
	413-2	Operations with significant actual and potential negative impacts on local communities	p. 105, 106	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported		Confidential information BYD in Brazil
	203-2	Significant indirect economic impacts		Confidential information BYD in Brazil



GRI STANDARD – DISCLOSURE		LOCATION/RESPONSE		OMITTED REQUIREMENT AND EXPLANATION
GRI 415: Public Policy 2016	415-1	Political contributions	p. 38	
GRI 3: Material Topics 2021	MATERIAL TOPIC	PRODUCT RESPONSIBILITY	p. 27	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	p. 27	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		Confidential information BYD in Brazil
GRI 3: Material Topics 2021	MATERIAL TOPIC	CUSTOMER PRIVACY PROTECTION	p. 47	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 45	
GRI 3: Material Topics 2021	Material Topic	Innovation and Research & Development	p. 20	
GRI 3: Material Topics 2021	Material Topic	Corporate and Sustainability Governance	p. 41	



Relatório de Sustentabilidade BYD

Brasil - 2025

CREDITS

The ESG Department of BYD in Brazil is responsible for planning and preparing the Sustainability Report. With the support of the various business areas, the report is published after undergoing a review and validation process.

GRI CONSULTING AND EDITORIAL COORDINATION

Key Associados