2023 | BYD CORPORATE SOCIAL RESPONSIBILITY REPORT



CONTENTS

ABOUT THIS REPORT ····· 001

LETTER FROM THE PRESIDENT ····· 003

01 ABOUT US ····· 005

1.1 The Company ····· 006
1.2 Performance of Year 2023 ····· 009
1.3 Major Events 2023 ····· 010

02 CORPORATE GOVERNANCE ····· 019

2.1 Corporate Governance ····· 020
2.2 Compliance Operation and Business Ethics ····· 021
2.3 Sustainability Management ····· 028

03 WIN-WINPARTNERSHIP ····· 033

3.1 Protecting Shareholders' Interests ····· 034
3.2 Supplier Chain Management ····· 036

04 QUALITY AND MARKETING ····· 041

4.1 Product Responsibility ····· 042
4.2 Quality Culture ····· 046
4.3 Responsible marketing ····· 048
4.4 Customer Interests and Services ····· 054

05 EMPLOYEES FIRST ····· 065

5.1 Responsibility to Employees ····· 066
5.2 Employment System ····· 066
5.3 Talent Training and Development ····· 068
5.4 Remuneration and Incentive System and Providing for Employees ····· 072
5.5 Caring for Employees ····· 074
5.6 Occupational Health and Safety in Production ····· 078

06 GREEN DEVELOPMENT ····· 081

6.1 Green Operation ····· 082
6.2 Response to Climate Change ····· 085
6.3 Green Products and Technical Innovation ····· 087

07 Contributing to the Community ····· 101

7.1 Earthquake Relief and Disaster Recovery ····· 103
7.2 Support to Education ····· 104
7.3 Caring for Disadvantaged Groups ····· 105
7.4 Devotion to Environmental Protection ····· 110
7.5 Volunteer Culture ····· 112

KEY PERFORMANCE INDICATORS ····· 111

CONTENT INDEX OF THE ESG REPORTING GUIDE ····· 117

FEEDBACK FORM ····· 121

ABOUT THIS REPORT



This 2023 report is the Corporate Social Responsibility (CRS) Report of BYD Company Limited (hereinafter "BYD" or "we"). BYD has been actively disclosing its fulfillment of environmental responsibility, corporate social responsibility and corporate governance to the general public, so that the society will understand and supervise BYD's corporate responsibility work and promote the understanding, communication and interaction between BYD and the public, thus realizing the sustainable development of the company.

Scope of Report

This report covers BYD Company Limited and its subsidiaries, with a time range from January 1 through 31 December 2023 (hereinafter "reporting period"). Certain content may involve earlier dates. Data as the basis of this report has been collected following our current management procedures. The unit for financial records featured in this report is Renminbi (RMB), unless otherwise specified.

Basis of Report

This report is primarily based on the ESG Reporting Guide (Appendix 27 of Main Board Listing Rules) by the Stock Exchange of Hong Kong Limited, and Guidelines of Shenzhen Stock Exchange on Self-Regulatory Supervision by Listed Companies No. 1 – Standardized Operation of Main Board Listed Companies. In the process, we also referenced Sustainable Development Goals (SDGs) of United Nations, Sustainability Reporting Standards by the Global Report Initiative (GRI) and CASS-CSR Guidelines (CASS- ESG5.0) by Chinese Academy of Social Sciences. Please refer to the indicator index at the end of this report for how disclosure for specific indicator is covered in the report.

Confirmation and Approval

Upon confirmation by the BYD CSR management committee, this report was approved by the board of directors on 26 March 2024.

Access to the Report

BYD advocates sustainable environmental protection, therefore this report is not provided in physical form. Please view or download BYD's ESG report online, either at the "Sustainable Development" of BYD Group's official website (www.bydglobal.com), or the official website of HKEXnews (https://www.hkexnews.hk) or the "DISCLOSURE/Company Announcements/Company Profiles" of SZSE (https://www.szse.cn/). We hereby express gratitude to all stakeholders who provided us with advice and suggestions in the compiling of this report and promise to keep improving the quality of our reporting.

Contact

For any advice and suggestion, please contact BYD by:
Email: bydpo@byd.com
Address: 3009 BYD Rd, Pingshan District, Shenzhen

LETTER FROM THE PRESIDENT



Actively Perform Corporate Social Responsibility and Promote Global Sustainable Development

The year 2023 marks the twentieth anniversary of our entry into the auto industry. In the past two decades, BYD has been committed to pursuing technology innovations and developing green technologies and products favored by consumers. Last year, our sales of new energy vehicles exceeded 3 million units, with year-on-year growth of more than 60%, reigning as the world's No. 1 in terms of sales of new energy vehicles. Such amazing sales also made BYD one of top ten automakers for sales in the world. We created a development miracle for the world's automotive industry. Over the past year, we realized the synergistic development among four major segments namely, automobile segment, rail transit segment, new energy segment and electronics segment, with passenger cars as the leader. We have been extending our industries beyond automobile industry and developing businesses in and out of China. Thanks to our extensive efforts in global market, we are embracing new achievements in electric vehicles, energy storage power plants, and solar green dreams.

New energy vehicles industry is growing rapidly. BYD firmly embraces tides of automobile electrification and intelligence, and launches disruptive technologies one after another, continuously consolidating and expanding our development advantages. From blade battery and DM-i Super Hybrid, to e Platform 3.0 and CTB (cell-to-body integration), to e4 (four-motor independent drive), DiSus (intelligent body control), DMO (super hybrid off-road platform), including the new vehicle intelligence strategy, BYD realizes a high degree of vertical integration and integrated innovation, and contributes to the country's efforts to pursue high-standard opening-up with more sophisticated green technologies and products. BYD is also promoting the "dual circulation" development pattern on the basis of our presence in the domestic cycle. BYD has extended its presence to all parts of the industry chain from energy acquisition, storage to application. BYD embarked on a path leading to green development while contributing to the air pollution control and achievement of carbon neutrality.

Holding on to our social responsibility and mission, BYD not only pursues technology innovations to benefit humankind, but also actively engages in charitable and public welfare undertakings to effectively fulfill our social responsibility, and pay back to society. In 2023, BYD recruited more than 30,000 fresh university graduates, supporting the country's efforts to increase jobs. In terms of disaster relief, BYD donated RMB30 million in cash to support the emergency relief and post-disaster reconstruction of the rainstorms hitting Beijing, Tianjin and Hebei and the 6.2 magnitude earthquake in Jieshishan County, Gansu Province. To support education in China, BYD donated more than RMB5 million to promote the development of the education. In an effort to care for the disadvantaged groups and to offer social security guarantees, BYD continuously provided pensions for the rural left-behind older adults and supported the rehabilitation of children with cerebral palsy, and carried out employment training programs for people with disabilities, conveying our care for them. BYD also positively responded to the call for rural revitalization and supported the villages to improve ponds and roads. BYD remains committed to lighting up life and dreams with technologies.

Any enterprise in the society is an enterprise of the society, a product of the times.. Only by actively undertaking social responsibility and integrating it into its future development can an enterprise continue to enhance its competitiveness and vitality. As the world's largest new energy automobile enterprise, BYD is shifting its focus from basic accumulation and scale expansion to fulfillment of greater social value and corporate responsibility, aiming to satisfy the public's yearning for a better future with amazing technology, products and experience!

01

ABOUT US



1.1 The Company

Founded in February 1995, BYD Company Limited (“BYD”) is headquartered in Shenzhen, Guangdong. It is engaged in four major industries, i.e. automobile, rail transit, renewable energy and electronics, and has been listed on both Hong Kong and Shenzhen stock exchanges, one of World Top 500 Companies. BYD Group has cumulatively applied for more than 48,000 patents and has been granted more than 30,000 authorized patents worldwide. BYD Group registered a revenue of RMB602.3 billion for the 2023. With a strong sense of social responsibility and mission, BYD firmly embraces the tides of automobile electrification and intelligence, and pursues the path of green and innovation-driven development to establish us as the leader in the new energy vehicle industry both in China and globally.

Automobile.

BYD has mastered the core technologies for the whole industry chain of new energy vehicles in terms of battery, motor, electrical control and chip. Carving a path from independent innovation to comprehensive opening-up innovation, BYD continues to lead the accelerated reform of new energy vehicles. Through years of hard efforts, with its superb technologies like Blade Battery, DM-i super hybrid system, E-platform 3.0, cell-to-body integrated design, e4 Platform, DiSu, DMO and etc., BYD will seize the unprecedented growth opportunities. In 2023, BYD Group sold 3,024,000 new energy vehicles, with a year-on- year growth of 67%, maintaining the first place in the world in terms of sales volume of new energy vehicles and marking a development miracle in the world’s auto industry. In January, BYD released the vehicle intelligence strategy. The strategy is to realize the efficient integration between electrification and intelligence through the XUANJI architecture, thus championing the transformation towards intelligence of new energy vehicles. BYD has tapped into powerful automobile countries like Japan and Germany, and gained exposure to emerging markets including Thailand and Brazil. BYD has sold vehicles to more than 400 cities in over 70 countries and regions.

Rail transit.

At the forefront of technological innovation of global rail transit, BYD exerted its integrated innovation advantage and extended its electric vehicle industry chain to rail transit by launching the medium-capacity "SkyRail" and low-capacity "SkyShuttle" for which it has proprietary intellectual property rights, filling the technological and industrial gap in rail transit and providing effective solutions to traffic jams in cities all over the world. In April 2021, the world's first autonomous SkyShuttle municipal demonstration line was launched in Chongqing, marking the commencement of commercial application. In December 2022, the first SkyShuttle municipal line was launched in Pingshan, Shenzhen, further forming a prior demonstration. In May 2023, China’s first tourism SkyShuttle line was open to tourists, which is an important model in terms of promoting tourism modernization. SkyShuttle is a new product of cutting-edge technology and a green means of transportation. It serves not only as a product and a systematic solution but also as exploration for future living space and lifestyle. By fitting modern innovative technologies into cities, nature, economy, humanity and culture, BYD strives to increase urban competitiveness, improve the well-being of citizens and help create a prototype of future cities.

Renewable energy.

As a provider of integrated renewable energy solutions, BYD produces relevant products like batteries, solar energy products, energy storage products, building a complete industry chain from energy absorption, storage to application. Renewable energy products of BYD cover consumer 3C battery, power battery, photovoltaic-storage integration, and other fields. BYD's complete industry chain has enabled it to stay ahead trends in the industry. Featuring high safety, long service life and long duration and free of nickel or cobalt, Blade Battery has passed the nail penetration test, the industry's toughest single-cell battery test, and highly recognized by the market. Relying on its Blade Battery , the Company pulled LFP-powered vehicles back on the main track of the industry almost all on its own. At present, BYD provides solar energy and energy storage solutions in America, Germany, Japan, Switzerland, Canada, Australia, South Africa and other developed and emerging markets of renewable energy.

Electronics.

BYD Electronics (International) Company Limited (stock code: 285.HK) was listed on the Hong Kong Stock Exchange in 2007 after being separated from BYD Group, and has been included in Hang Seng TECH Index in 2020. It has developed as a global leading high-end platform-based manufacturing enterprise, with products in diverse sectors such as smartphones, tablet computers, new energy vehicle new energy vehicles, household energy storage, smart home, gaming hardware, drones, Internet of Things, robotics, communication equipment and healthcare. With all-round R&D capability, super large-scale precision mould manufacturing capability and industry-leading intelligent information system and automation solutions, BYD Electronics (International) Company Limited provides global first-class brand customers with one-stop services covering development of new materials, design and manufacturing of products, supply chain management, logistics and after-sales.

For 29 years, BYD has been advocating a sustainable strategy on a global scale with powerful market planning. Our efforts have been widely recognized by the international community and have received accolades such as the Zayed Sustainability Prize, the UN Powering the Future We Want Energy Grant, and featuring on Fortune magazine's "Companies that Change the World" list. Our objective is to deliver " Technological innovations for a better life, by adhering to down-to-earth entrepreneurship and dedicated innovation".

TECHNOLOGICAL INNOVATIONS FOR A BETTER LIFE

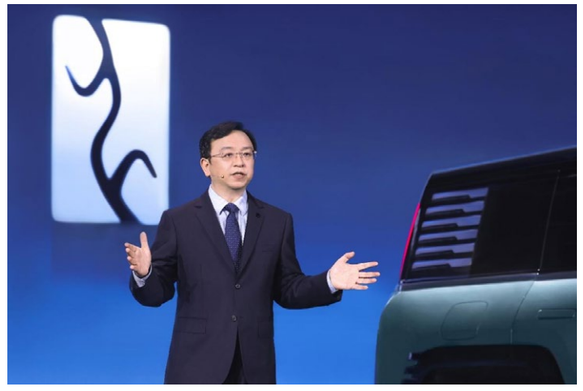
1.2 Performance of Year 2023

- Annual revenue (RMB million): 6,023
- Amount tax paid（RMB million）: 328.92
- Number of employees: 703,504
- Annual charity expense: RMB40.66 million
- Sales of vehicles: 3,024,417 units, 67.79% year-on-year growth
- Sales of new energy passenger vehicles: 3,012,906 units
- Cumulative sales of new energy passenger vehicles: over 6.3 million units
- Annual export of new energy vehicles: 252,000 units, 457.66% year-on-year growth

1.3 Major Events 2023

Yangwang Brand and Technology Launch Event

On 5 January 2023, "Dare to Cross the Galaxy", the Yangwang brand and technology launch event, was held in Shenzhen, at which BYD officially unveiled its high-end sub-brand Yangwang and its core technology known as the e4 Platform. The hardcore new energy off-road SUV Yangwang U8 and the all-electric supercar Yangwang U9, both priced around RMB 1 million, made their debuts. All future models of the Yangwang brand will come standard with the e4 Platform.



Mr. Wang Chuanfu Elected as " China Economic Person of the Year"

On 6 January 2023, Mr. Wang Chuanfu, the chairman and president of BYD, was elected as one of the Top 10 China Economic Persons of the Year 2022 in the award ceremony for Top 10 China Economic Persons of the Year 2022 in Beijing. The ceremony was organized by the China Economic Media Association and jointly hosted by Sina Finance and Yicai. As the "Oscars" in the economy sector of China, the Top 10 China Economic Persons of the Year were selected based on five dimensions, namely "innovation, disruption, forward-looking, growth, and sustainability."

BYD Establishes NEV Core Component Industry Park in Changzhou

On 18 February 2023, a ceremony was held in Binjiang Economic Development Zone of Changzhou, Jiangsu Province, making that BYD establishes its NEV Core Component Industry Park in the city. Once completed and put into operation, the project is expected to produce 300,000 sets of intelligent powertrains, transmission systems, and other core components annually, further contributing to the development of Changzhou as the "capital of new energy."



Groundbreaking Ceremony for BYD's Passenger Car Production Base in Thailand

On 10 March 2023, BYD held the groundbreaking ceremony for its first overseas passenger car production base in Thailand. The production base project is located in Rayong Province, Thailand, covering an area of nearly 600 rai (1 rai approximately equals to 1600 square meters). The base is expected to commence operations in 2024 with an annual capacity of approximately 150,000 vehicles. This marks BYD's further expansion overseas and demonstrates its continued focus on the Asia-Pacific market.



BYD Signs Purchase Agreement with Octopus EV

On 10 March 2023, BYD reached a cooperation agreement with Octopus Electric Vehicles (Octopus EV), a UK electric vehicle company. In the next three years, Octopus EV will purchase 5,000 electric vehicles from BYD for serving the UK market. Both sides will work together to promote the development of green transportation in the UK.



BYD DiSus System Launch Event

On 10 April 2023, BYD unveiled the intelligent body control system DiSus. As the first body control system exclusively designed for NEV, DiSus is the first self-developed intelligent body control system launched by a Chinese automobile company, marking the breakthrough from zero to one. The DiSus System surpasses the advanced technology in the industry, marking an enhancement from one to two.



Happy SkyShuttle Open to Tourists in Xiangjiang New Area of Hunan

On 9 May 2023, the opening ceremony for the Dawangshan SkyShuttle in Xiangjiang New Area, Hunan, was held at the Dawangshan SkyShuttle Station. The Dawangshan SkyShuttle, as the world's first tourist SkyShuttle line, represents an important exploration of "rail + tourism" and serves as a significant example of advancing the modernization of transportation in the tourism industry on the basis of BYD core technologies and advanced manufacturing. It also represents BYD's practice in promoting intelligent, green, and integrated development of transportation in the tourism industry.



Strategic cooperation agreement signed between Weichai Power and BYD

On 12 May 2023, Weichai Power and BYD signed a strategic cooperation agreement in Shenzhen. Both parties intend to leverage their respective advantages to establish a more comprehensive and in-depth strategic cooperation relationship in the field of new energy. Pursuant to the agreement, both parties will jointly manufacture power batteries in Shandong, establish a power battery research and manufacturing base, and continuously strengthen the new energy industry chain, innovation chain and value chain, making positive contributions to driving the industrialization of new energy commercial vehicles in China.



Chongqing Bishan SkyShuttle project wins "China Steel Structure Gold Award"

From 2 June to 4 June 2023, the 2023 China Building Steel Structure Industry Conference was grandly held in Shanghai. The BYD Bishan SkyShuttle project was awarded the 15th "China Steel Structure Gold Award" (first batch).



BrandZ accelerating BYD globalization and boosting brand value

On 15 June 2023, Google and Kantar jointly released the "2023 Kantar BrandZ Top 50 Most Valuable Chinese Global Brands" list, with BYD ranking 22nd. On June 4, Kantar released the "2023 Kantar BrandZ Most Valuable Global Brands" list, where BYD was one of the top ten brands in the automotive category, being the only Chinese automotive brand on the list, with brand valuation exceeding USD10 billion.

BYD announces the establishment of three-plant production base complex in Brazil

On 4 July 2023, BYD and the Bahia state government jointly announced the establishment of a large production base complex consisting of three factories in Camaçari City, namely the plant for electric buses and truck chassis, plant for new energy passenger vehicle, and plant for processing lithium iron phosphate battery materials, with a total investment of 3 billion reais (approximately RMB 45 billion). The complex will further propel BYD's globalization process.



Wang Chuanfu tops the Forbes China's Top 50 Best CEOs

According to the Best CEOs list released by Forbes China, Wang Chuanfu, Chairman and President of BYD, ranked No. 1. This year, the list focuses on operational resilience as it reflects survival capabilities of companies in adverse conditions. With its strong industrial chain resilience and core technologies, BYD has experienced explosive growth in the field of new energy vehicles. Today, BYD is shaping itself into a global brand through continuous innovation.

BYD rockets up 2023 Fortune Global 500

According to the Fortune Global 500 released on 2 August 2023, BYD ranked No. 212, marking a rise of 224 places from its ranking in 2022, making it the Chinese company with the largest ranking jump this year.



BYD launches FANGCHENGBAO Brand and DMO Technology Platform

On 16 August 2023, BYD introduced FANGCHENGBAO, its new professional personalized sub-brand, as well as its sophisticated technology: the Dual Mode Off-road (DMO) Super Hybrid Platform. The first model of the new brand - BAO 5, a super hybrid off-road SUV harnessing the DMO technology was launched during the event as well as a concept car BAO 8 and BAO 3.



BYD Electronics signs equity acquisition agreement with Jabil

On 26 September 2023, BYD Electronics, one of subsidiaries of BYD, signed an equity acquisition agreement with Jabil, pursuant to which BYD Electronics acquires mobile electronics manufacturing business of Jabil, which manufactures consumer electronic product components. The announcement in relation to entering into of equity acquisition agreement was published on the same day.



香港交易及結算所有限公司及香港聯合交易所有限公司對本公告的內容概不負責，對其準確性或完整性亦不發表任何聲明，並明確表示概不就因本公告全部或任何部分內容而產生或因依賴該等內容而引致的任何損失承擔任何責任。

Electronics

比亞迪電子（國際）有限公司
BYD ELECTRONIC (INTERNATIONAL) COMPANY LIMITED
（根據公司條例於香港註冊成立的有限公司）
（股份代號：285）

主要交易
有關收購目標股份

本公司財務顧問

CICC 中金公司

謹此提述日期為二零二三年八月二十八日的公告（「該公告」），內容有關訂立收購框架協議，其可能構成上市規則項下本公司的一項可能主要交易。除另有指明外，本公告所用詞彙與該公告界定者具有相同涵義。

正式協議

董事會欣然宣佈，於二零二三年九月二十六日（交易時段後），本公司與賣方訂立正式協議，據此，賣方有條件同意出售，及本公司有條件同意以約人民幣158億元（相當於22億美元）（可作出下文所載的調整）的代價收購目標公司的100%股權及新加坡資產（構成目標業務之一部分）。

上市規則的涵義

由於有關收購事項的一個或以上適用百分比率（定義見上市規則）超過25%但低於100%，故收購事項構成本公司的主要交易，因此須遵守上市規則第14章項下之申報、公告及股東批准規定。

由於概無董事於收購事項及其項下擬進行的交易中擁有任何重大權益，故概無董事須就批准收購事項及其項下擬進行的交易的董事會決議案放棄投票。

1

BYD unveiled its first hybrid light truck T5

On 18 October 2023, BYD held Hybrid Light Truck T5 Launch and Smart Factory Experience Day in Huai'an City, Jiangsu Province. As the first BYD's 4.5-ton city logistics light truck equipped with DM technology, T5, made its debut alongside the new smart truck factory for in Huai'an.



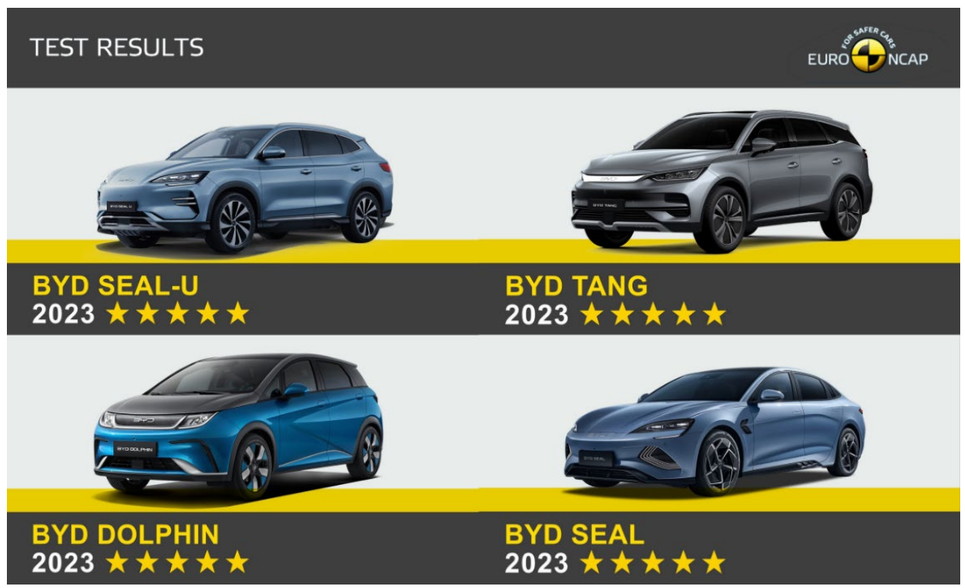
First Company Worldwide to Manufacture 6 Million New Energy Vehicles

On 24 November 2023, BYD's 6 millionth new energy vehicle rolled off the production line at its Zhengzhou factory. BYD achieved this milestone in just over three months since the "5 millionth" vehicle, setting a rapid pace and once again creating a new production and sales record. This not only marks another milestone for BYD but also epitomizes the development of China's new energy vehicle industry, further propelling the industry into a phase of high-quality development characterized by scale and globalization.



Tang, Song, Seal, and Dolphin All Receive the Highest Safety Ratings in Europe for 2023

On 6 December 2023, the BYD Tang and Song received five-star safety ratings from the European New Car Assessment Programme (Euro NCAP) under the 2023 regulations. Following the previous five-star safety ratings received by the BYD Seal and Dolphin in 2023, this marks the first instance in the Chinese automotive industry where four models have received Euro NCAP five-star safety ratings within a year. This fully demonstrates BYD's robust safety technology capabilities and outstanding safety performance of its products, embodying the development concept that "safety is the greatest luxury of new energy vehicles."



BYD Sustainable Development Awards in 2023 (Partial)

No.	Award	Awardee	Presenter
1	TIME100 Most Influential Companies 2023	BYD Company Limited	Time
2	Forbes China Top 50 Sustainable Development Industrial Enterprises 2022	BYD Company Limited	Forbes China
3	Fortune Global 500 2023, ranking 212th	BYD Company Limited	Fortune
4	Kantar BrandZ Top 50 Most Valuable Chinese Global Brands 2023	BYD Company Limited	Kantar BrandZ
5	Kantar BrandZ Most Valuable Global Brands 2023	BYD Company Limited	Kantar BrandZ
6	European Top Energy Storage Brand	BYD Company Limited	EUPD Research
7	National Lithium-ion Battery Smart Manufacturing Demonstration Factory	Shenzhen BYD Lithium Battery Co., Ltd.	Ministry of Industry and Information Technology of the People's Republic of China
8	Third Batch of Guangdong Province Intelligent Manufacturing Ecological Partners 2022	BYD Company Limited	Guangdong Provincial Department of Industry and Information Technology
9	Provincial Exemplary Employment Assistance Base 2022	Shanwei BYD Electronics Co., Ltd.	Guangdong Provincial Department of Human Resources and Social Security / Guangdong Provincial Bureau of Rural Revitalization
10	Provincial Exemplary Employment Assistance Base for 2022	BYD Auto Industry Co., Ltd.	Guangdong Provincial Department of Human Resources and Social Security / Guangdong Provincial Bureau of Rural Revitalization
11	Global Gold Supplier Award for 2022	BYD Electronic International	Huawei Technologies Co., Ltd.
12	Best ESG Disclosure Award	BYD Company Limited	Xincaifu
13	Most Admired Employer for Overseas Talents	BYD Company Limited	Lockin China
14	NFuture Favorite Campus Recruitment Employer for Technology Talents	BYD Company Limited	Nowcoder
15	Zhidequ Employer of Year	BYD Company Limited	Maimai
16	China Top 10 Best Employers of Year	BYD Company Limited	Zhaopin.com
17	Top 10 Employers Most Followed by College Students	BYD Company Limited	Zhaopin.com
18	Best ESG Practice Award	BYD Company Limited	CIIC ACMCODER
19	China New Trailblazing Growth ESG 2023 Innovation Practice List	Shenzhen Denza Auto Co., Ltd.	China New Growth School
20	2023 China Automotive Golden Wrench Award - Service Recommendation Award	BYD Auto Sales Co., Ltd.	Chinese Automotive Market, Automotive and Driving Maintenance, and Sohu Auto

02

CORPORATE GOVERNANCE



2.1 Corporate Governance

BYD has improved its corporate governance and established a sound internal management and control system in strict compliance with the Company Law, the Securities Law, the Code on Governance of Listed Companies and the Rules Governing the Listing of Stocks on the Shenzhen Stock Exchange and the requirements of other relevant laws, administrative rules, departmental rules and regulatory documents, in order to continuously improve the standard of governance of the Company.

BYD's board of directors exercises relevant powers and functions in accordance with laws, regulations and company rules, including but not limited to convene a general meeting of shareholders and to report to the general meeting, to formulate/execute decisions of the general meeting of shareholders, to determine the overall operation and strategic development of BYD, and to make decisions on operation and investment plans. Such meetings also provide guidance to the executive team to further improve corporate regulations and decision-making mechanisms, and regulate the workflow and approval procedures. The objective is to establish and maintain a modern, well-regulated corporate structure, to facilitate investment decisions of better efficiency and quality.

Decision-making Mechanism

Major decisions are first considered and analyzed collectively, then reviewed and considered by teams and specific committees. For proposals on major issues, the units involved are required to participate in relevant discussions and made responsible for their implementation.

BYD's top position is that of the President, who is responsible for planning the company's directions, setting development goals and monitoring their implementation; reviewing and approving BYD's major decisions, organizational restructuring and important documents. The President also oversees the launch and execution of the company's new projects and future developments.

BYD has established a rigorous decision-making mechanism. Self-evaluations on the design and effectiveness of its internal controls are also carried out regularly. The scope of evaluation has been expanded and fully covers the company's production, operation and management. The goal of internal control is effectively achieved, and no material flaws are found in the decision-making mechanism.



Compliance training>>>

2.2Compliance Operation and Business Ethics

As a commercial entity, BYD adheres to the principle of operating in good faith, abides by business ethics, and abides by all applicable laws and regulations, regulatory provisions, industrial norms, rules and regulations, as well as relevant international treaties and rules in China and the countries and regions where its businesses are located.

Compliance Operation

BYD formulates compliance management system, integrates compliance requirements into all business and management processes, and standardizes all activities of production, operation and management. The BYD Code of Conduct explicitly requires compliance with laws and regulations on personal information protection, export controls and economic sanctions, anti-monopoly, competition and fairtrade in countries of operation. BYD attaches importance to and continues to create a culture of compliance and honesty, requires employees to strictly abide by national laws and regulations, business code of conduct and the company's rules and regulations, seriously study and abide by the compliance requirements related to their responsibilities, receive compliance training, actively identify, report and prevent and control compliance risks, refuse violations, take responsibility for the compliance of their own behaviors, and take the initiative to report violations at the same time.

BYD has dedicated intellectual property and legal departments to encompass relevant intellectual property and legal affairs throughout the entire group. Business divisions have their own legal units or specialists to inspect and review legal management and execution within the division on a regular or irregular basis. An effective internal control mechanism has been established with corporate-scale policies such as the BYD Legal Dispute Management Policy, the BYD Contract Management Policy, BYD Code of Business Ethics, the BYD Anti-monopoly and Fair Competition Compliance Management Regulations, BYD Export Control Administration Regulations and BYD Personal Data Protection Management System updated in a timely manner; supporting procedures have also been established to ensure that all operations abide by laws and regulations. In order to support business development timely and effectively, to curtail legal risks from the source, and to ensure secure operations, BYD implemented a model of dual matter, deeply participating in business operations and providing legal solutions based on demand. The Company has built a platform for management of legal affairs, including a contract management platform and a dispute case management platform, which effectively avoid the risk of personnel operation or fraud, and standardise the case-handling process.

Compliance Training

Compliance culture is an important part of company culture. BYD regularly organizes training and exchange activities, builds a comprehensive training system for management, personnel from key positions and new recruits. In 2022, BYD self-developed online general education courses on key legal compliance modules - personal information protection and data compliance, export control, anti-monopoly and anti-commercial bribery, and opened them to all employees on the Group's internal platform, and more than 10,000 people have learned since their launch. The platform could offer 10 courses to employees as of the end of 2023, with 100,000 employees learning those courses. In addition, the Company provided 19 compliance training sessions for new comers, and a total of 29 special training sessions on legal compliance practices in important areas, key personnel and key links were held. BYD has established a compliance culture through the construction of a comprehensive compliance management system, compliance training and

compliance publicity, strengthening the awareness of all employees of legal compliance, integrity and compliance operation, and guiding all employees to consciously implement compliance concepts and comply with compliance requirements.

Intellectual Property Protection

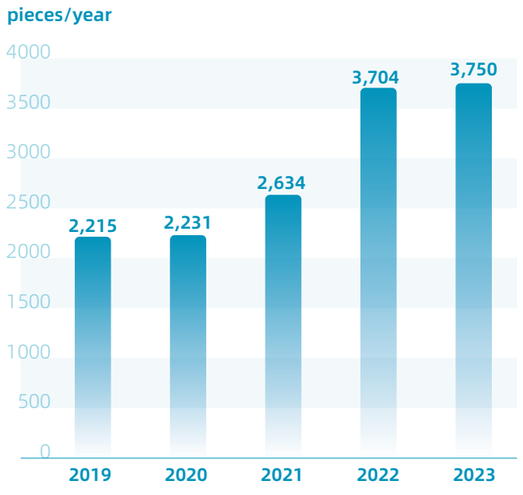
BYD has formulated its intellectual property strategy, adhering to the concept of "technological innovation changes the world, intellectual property competes for the future", strengthening intellectual property protection with a value-oriented approach, complying with and applying international rules and regulations, jointly building technical standards, leading the development of the industry and promoting social progress. After years of exploration, accumulation and development, BYD has completed three phases of intellectual property rights, namely "quantity doubling", "quality improvement" and "patent layout", and has achieved the original accumulation of quantity of intellectual properties, quality enhancement of patents and intellectual property protection of associated patent portfolio. At present, the Company has entered the phase of value patents, focusing on patent quality improvement and exploration of value patents. Through the oriented guidance in the phase of value patents, the R&D department will be guided to carry out in-depth, multi-dimension and all-round technological innovation, explore and lay out a better and higher-value patent portfolio, and realise the creation and application of high-value patents, so as to take the intellectual property rights to a new horizon.

Intellectual Property Rights Protection Policies

Based on the philosophy of "institutionalization of policies, proceduralization of systems and electronization of procedures", BYD manages intellectual property rights with a holistic approach encompassing the creation, protection and application of intellectual properties. The system of intellectual property rights protection is constantly optimized to facilitate the healthy development of intellectual properties protection in the Company, and take the intellectual property rights to a new horizon. Through formulation and operation of a full-process, system-wide intellectual property rights system, the Company made clear its intellectual property related duties and goals and established a long-term mechanism for the application, management and utilization of the Company's intellectual property rights. The Company has launched the intellectual property management platform to realize the full-life management of intangible assets such as patents, trademarks and copyrights, making the management of the Company's intangible assets more centralized, more efficient and safer.

Quantity of Patents

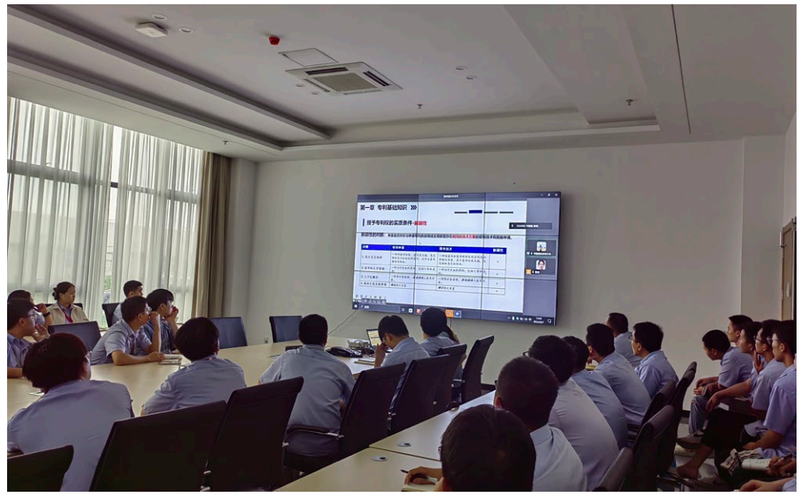
By 31 December 2023, BYD has accumulatively filed for 37,869 patents in China (18,053 inventions, 16,677 utility models, and 3,139 appearance designs), and 10,192 patents overseas. A total of 26,201 patents have been awarded in China. 3,207 patents were awarded in China in 2023. A total of 4,597 patents have been awarded overseas. 543 patents were awarded overseas in 2023.

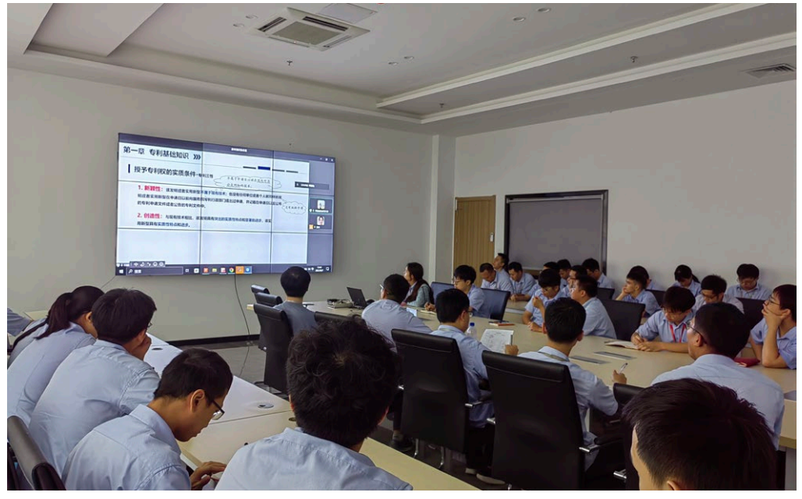


(The above data represents the new patents awarded in the past 5 years at home and abroad)

Intellectual Property Rights Training

Intellectual property culture is an important part of company culture. The Company regularly organizes training and exchange activities, builds a comprehensive training system for employees at different levels, and strengthens the promotion and implementation of intellectual property concepts and business cooperation. In 2023, nearly 60 intellectual property training sessions were held, with a total number of participants nearly 2,600. The Company builds its intellectual property culture through the establishment of an innovation system, intellectual property publicity and intellectual property training, to enhance the intellectual property awareness of all employees.





Business Ethics

BYD abides by business ethics, strictly prohibiting corruption, bribery and fraud in all forms. Offending personnel will be punished and prosecuted in accordance with rules. We strictly prohibit offering, accepting or claiming bribery, gifts, hospitality and any other form of activity intended to affect BYD's relevant business decision in order to acquire abnormal or inappropriate advantages. BYD strictly abides by relevant laws, regulations and regulations such as the United Nations Convention against Corruption, the Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the Criminal Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, and the Interim Provisions on Prohibiting Commercial Bribery. During the Reporting Period, BYD did not have any violations of laws and regulations related to corruption, bribery, fraud, etc., which had a significant impact on the Group's operations.

The Company maintains a zero-tolerance attitude toward any corruption, and imposes severe punishment upon any corrupt conduct. The audit supervision division conducts investigations on corruptions in accordance with rules and regulations of the Company to fight every corrupt phenomenon and hold those corrupt employees accountable. Based on its own experience and innovations, the division not only cracked down corruptions, but also realised an anti-corruption approach characterized by the combination of corruption prevention with corruption combat. In 2023, BYD further enhanced anti-corruption measures and introduced innovative anti-corruption strategies. BYD, considering the actual situation of business development of the Company and based on well-established anti-corruption experience in the industry, developed an anti-corruption mechanism characterised by full-employee participation, full-chain prevention and comprehensive supervision, in which the prevention, control and punishment are synchronised.

In 2023, all suppliers of the Company signed the "Supplier Anti-Commercial Bribery Commitment", reflecting mutual trust between BYD and its suppliers and partners, and representing a firm commitment to create a clean cooperation. We take concrete actions to implement the procurement requirements and build a fair, transparent and competitive procurement environment to propel our supplier partners to focus on technological innovation and product competitiveness enhancement, thus jointly driving the sound development of the industry. BYD advocates fair and transparent competition, and resolutely opposes and resists unfair competition, with the aim of protecting the rights and interests of competitive suppliers and selecting more truly competitive suppliers.

Anti-corruption Bodies

BYD has been working hard and exploring on the road of anti-corruption for many years. BYD has set up an audit supervision division. As the dedicated anti-corruption body, the division independently carries out audit supervision with compliance as the basic requirements in a risk-oriented manner. The division directly reports to the chairman, and is not subject to the interference of other departments or personnel, which guarantees the independence, objectivity and authority of anti-corruption and other audit supervision work.

The division has four audit supervision departments, namely the inspection department, procurement supervision department, audit department and supervision department. The inspection department is to inspect all business activities of entities; and receives reports, complaints, accusations, grievances, and suggestions regarding their performance in discipline and work during the inspection. The procurement supervision department is to perform the procurement supervision duties assigned by the procurement committee of the Company. The audit department is to carry out special audits on high-risk areas, key businesses and important positions of the Company and conduct routine audits on key businesses of government-regulated projects (e.g., foreign investments, and guarantees, etc.) on a quarterly basis. The supervision department is to investigate and deal with all corruption, fraud and other economic cases within the Group.

System building

In order to ensure the standardization, normalization and systematization of anti-corruption, BYD keeps improving its system construction according to relevant laws and regulations and international standards as well as in line with business practices, to provide comprehensive system support for anti-corruption. In this way, the Company ensures that execution, investigation and punishment are based on the specific standards, procedures and grounds. The system is constantly improved on the basis of the business practice and regular review. For example:

Compliance Management of BYD	Compliance Management Rules for Business Partners of BYD
BYD Code of Conduct	Punishment Rules of BYD
Code of Economic Behavior for Officers of BYD	Management Rules of BYD for Business Dealings between Employees and External Parties
Rules for Protection and Rewarding of Blowwhistlers of BYD	Measures for Integrity Reward of BYD
Professional Codes of Ethics for Employees of BYD	Codes for Dealings Among Employees of BYD

Whistle-blowing, supervision, accountability and complaint mechanism

BYD advocates “all staff participating in anti-corruption and supervision”. We will ensure strict punishments for fraud and corruption, and hold accountable dereliction of duty, such as neglect of duty and abuse of duty. In order to give full play to the supervisory role of all employees and relevant parties, BYD has established smooth channels for honesty issues reporting (including telephone, email, WeChat official account) to encourage employees, employees from other units and any other insiders to perform the honesty supervision system of BYD, and actively report cases of embezzlement, corruption and other violations of laws, regulations and disciplines. Meanwhile, BYD has posted procurement supervision and feedback channels in procurement meeting rooms and delivery platforms throughout the Company, and in addition to the original unified complaint and whistle-blowing channels, the contact details of dedicated supervisors are also published. There are many dedicated procurement supervisors who are assigned according to the regional division of labour to ensure timely response and handling of suppliers' requests. Through the measures above, the original “passive and one-way communication” was transformed to multi-channel communication featuring “active and two-way communication”, which helps establish more smooth, timely and effective communication channels and feedback mechanisms.

Whistleblowers are protected and rewarded in accordance with the Rules for Protection and Rewarding of Blowwhistlers of BYD. In order to ensure the efficient, standardised and fair handling of reported information, we have developed a case management process. A dedicated person is assigned to accept reported information and then to undertake the follow-up, closure, assessment and filing of reported information, so as to realise the closed-loop management of reported information. At the same time, all aspects of case acceptance, registration, investigation and custody are kept strictly confidential to prevent leakage or loss.

In addition to accepting reports and complaints and investigating them in a timely manner, the Company took the initiative to carry out inspections of various industrial parks and business divisions and visits partners to collect feedback

and suggestions, identify risks, locate problems, and investigate and deal with violations. We conduct a comprehensive inspection of purchase orders, and focus supervision on purchase orders, on-site audit, recruitment, selection and assessment of suppliers, purchase price, share and strategy, quality inspection, acceptance and payment, etc., to ensure there is no any doubt and problem in those aspects, which in turn enables us to optimise and improve procurement management.

At the same time, in order to protect the legitimate rights and interests of employees and external partners, the Company has put more complaint channels in place to prevent the occurrence of unfair phenomena such as abuse of rights and black-box operation.

Reporting channels for integrity issues:

Telephone: 0755-89888888-62407
Email: tousu@byd.com
WeChat official account: Integrity BYD

Self-discipline and sunny communication

Integrity is not only a basic requirement of the Company for its employees but also a fundamental principle to be followed in their official dealings. In business contacts with personnel of external units, upon the principle of openness and transparency, employees of BYD are required to protect the interests of the Company, promote the Company's integrity communication regulations, do not engage in improper contacts with personnel from external units in pursuit of personal gains, do not offer or ask for benefits in any name or way, and do not offer or accept gifts and hospitality beyond the scope of laws and business practices. According to statistics, employees rejected bribes 710 times in 2023. Since 2017, when the anti-corruption filing process went online, employees rejected bribes for a total of 3,718 times.

For employees who violate integrity discipline, BYD will terminate the employment contract with them in strict accordance with the rules and regulations and record their information in the de-listing enquiry system and share with the industry, and those who are suspected of violating laws and committing crimes will be handed over to judicial organs. In 2023, 237 persons were investigated and punished for dishonesty issues and serious violations, and 16 corruption litigation cases have been closed. BYD has joined the enterprise anti-fraud alliance, to share information about offenders of professional ethics. Employees involved in corruption and other violations will be blacklisted in the industry.

BYD regards partners as business partners, regards honesty as an important prerequisite for cooperation, and strives to jointly create a fair, just, honest and win-win cooperation environment. We sign integrity cooperation agreements with our partners to clarify BYD's anti-corruption stance and requirements. We hope that our partners and BYD will maintain a common anti-corruption attitude and determination, be honest and self-disciplined, supervise each other, and jointly build an "anti-corruption fence". For units that violate the principle of integrity, BYD shall, in accordance with the contract or relevant agreements, hold cooperative units liable for breach of contract, such as claiming liquidated damages, canceling the cooperation qualification, and putting them on the blacklist of cooperative partners. In 2023, a total of 766 suppliers were prosecuted for breach of contract by BYD for violating the integrity cooperation agreement.

Integrity Publicity and Education

BYD has been valuing integrity publicity and education for employees, and promotes the building of integrity culture. BYD promotes and interprets integrity systems, publishes corruption cases and popularises integrity-related laws and regulations through the “Integrity BYD” website, WeCom account and WeChat official account for the publicity of anti-corruption. In 2023, BYD published a total of 95 graphic articles.

Since 2019, BYD has designated each January as the Group's "Month of Integrity", during which the Company will organise integrity publicity activities. In the Month of Integrity of 2023, we organised the senior management of the Group to express their integrity statements and express their integrity messages; and organised integrity trainings for new employees, with more than 500 training sessions. A prize-winning quiz on integrity knowledge was held for all employees, with nearly 30,000 participants.

In 2023, BYD also organised employees to take integrity examinations in batches to enhance integrity through examinations. In this regard, the Company has organised 26 examination sessions with 128,000 employees passing the examinations.

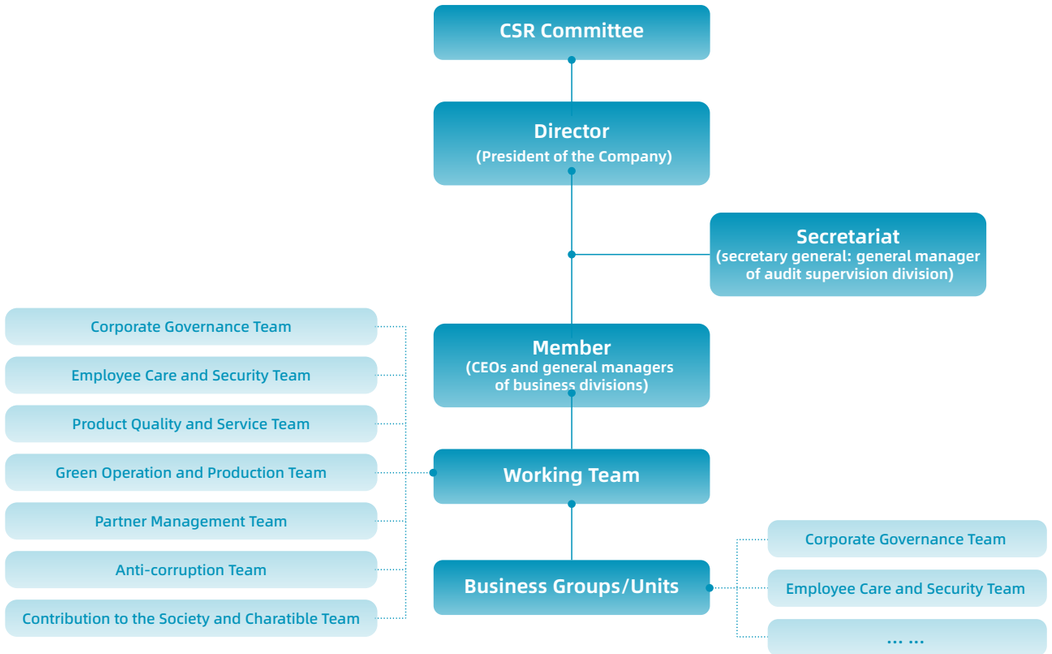
In addition, BYD also continuously summarises and compiles the typical anti-corruption cases, and then elaborates on those cases while interpreting the relevant laws to improve integrity awareness of employees. From September 2023, the first edition of the Typical Anti-corruption Cases is printed every two months and it will be submitted to senior leaders, helping them to pay attention to weak management links and integrity risk points in various business areas, so as to better strengthen supervision and improve management.

Through carrying out various forms of integrity publicity and education activities, continued to improve employees’ awareness of integrity and self-discipline, BYD built a solid line of professional ethics defense for employees, thus creating a good atmosphere of integrity and discipline throughout the Company to support the healthy development of the Company.

2.3 Sustainability Management

Board Statement

BYD's Board of Directors takes full responsibility for ESG of the Group and is responsible for overseeing the setting of the Group's sustainability strategic goals and work plan, and identifying, evaluating and managing important topics related to corporate governance, society and the environment. BYD Corporate Social Responsibility Committee (CSR Committee) is responsible for the implementation of daily work and coordinating working groups to carry out work according to the plan. The Board reviews the implementation of sustainability of the Group. On 26 March 2024, the Board approved this report.



Stakeholder engagement

BYD has actively worked closely with stakeholders and listened attentively to their needs as an important input of management optimization. In 2023, we communicated with stakeholders through multiple channels and responded actively and quickly.

Stakeholder	Issues	Method/Chaneel of Communication
Customers and consumers	• Product quality • Service quality • Customer rights • Green products • Green technology	• Online promotion: APP, WeChat official account/Weibo/ customer service hotline • Offline trade fair, promotion activities, new product launches • Customer satisfaction survey
Employees	• Employee rights • Occupational health and safety • Employee development • Employee care	• Employee training • Union activities • Online channels: complaint mailbox, telephone, WeChat official account, Wecom, questionnaire survey
Shareholders and investors	• Corporate governance • Operating results • Compliance operation • Information disclosure	• General meeting • Results presentation • Investor forum • Large reverse roadshow • Regular information disclosure • Mail and telephone
Suppliers and distributors	• Supply chain management • Green procurement • Business ethics • Customer satisfaction • Compliance operation	• Supplier evaluation and audit • On-site investigation and inspection • Training • Supplier meetings and distributor meetings • WeChat official account, telephone, email, supplier management system online communication
Government departments and regulators	• Green production • Green operation • Compliance operation • Operating results • Contribution to society	• Seminars • Survey and investigation • Work reports
Industry and Standards Association	• Product responsibility • Green production • Technological innovation	• Formulation of industry standards • Industry exchange meetings • Industry information exchange and sharing • Suggestions on industrial planning
Public	• Charitable activities • Volunteer services • Environmental protection	• Charitable activities • Volunteer activities • Green operation and production

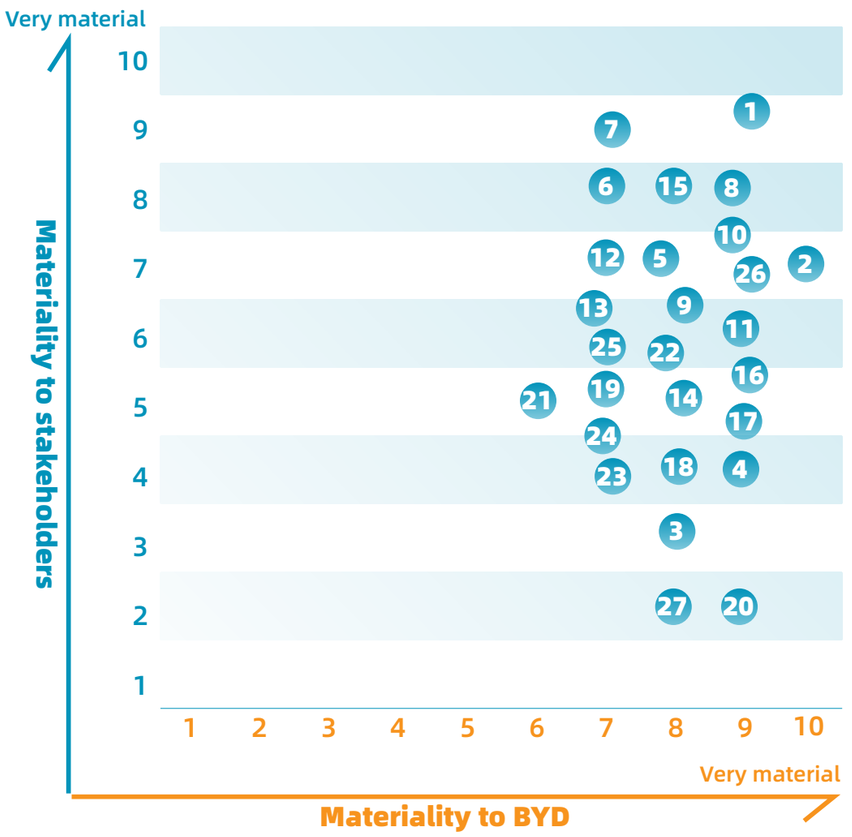
Substantial Topics

Identifying, Reviewing and Finalizing Topics

We have identified a list of three substantial topics for 2023 in environmental, social and governance dimensions based on the Company's substantial topics over the years combined with the Company's development, industry dynamics, various standards and other stakeholders' attention, and finally determined 27 substantial topics. Through stakeholders' survey, we carried out materiality assessment and survey, and combined the two dimensions of "materiality to stakeholders" and "materiality to BYD" to form a matrix of materiality. The CSR committee, carried out comprehensive reviews and finally determined the topics.

Governance (G)		Social (S)		Environment (E)	
1	Corporate governance	12	Customer rights	22	Green operation
2	Operating results	13	Customer privacy protection	23	Waste management
3	Intellectual property	14	Responsible marketing	24	energy management
4	Compliance operation	15	Quality Service	25	resources management
5	Business Ethics	16	Remuneration and benefits	26	Addressing climate change
6	Stakeholder engagement	17	Occupational health and safety	27	Green products
7	Win-win partners	18	Employee development		
8	Sustainability management	19	Employee care		
9	Supply chain management	20	Employee rights		
10	Product responsibility	21	Charitable activities		
11	Technological innovation				

Core Substantial Topics for 2023



1 Corporate governance
2 Operating results
3 Intellectual property
4 Compliance operation
5 Business Ethics
6 Stakeholder engagement
7 Win-win partners
8 Sustainability management
9 Supply chain management
10 Product responsibility
11 Technological innovation
12 Customer rights
13 Customer privacy protection
14 Responsible marketing
15 Quality Service
16 Remuneration and benefits
17 Occupational health and safety
18 Employee development
19 Employee care
20 Employee rights
21 Charitable activities
22 Green operation
23 Waste management
24 energy management
25 resources management
26 Addressing climate change
27 Green products

03

WIN-WINPARTNERSHIP



3.1 Protecting Shareholders' Interests

Since becoming a listed company, BYD has always paid close attention to the protection of investors' rights, by establishing and constantly improving a system for this very purpose. We are working hard to maintain a stable stock price and to provide plans and mechanisms for the return of investments. We honor our promises and disclose relevant information timely and sufficiently. Our objective is to communicate and interact with investors through diverse channels, and substantially protect the legal interests of our investors.

Investor Relationship Management

Following relevant laws and regulations, as well as rules regarding the disclosure of listed companies stipulated by SZSE and HKSE, BYD discloses information to shareholders and investors timely, truthfully, accurately, and completely, in order to improve its publicity and transparency of operation.

BYD protects legal interests of medium and small shareholders in strict accordance with the listing rules and relevant regulations of other securities market. We are constantly perfecting our articles of association, rules of procedure for shareholder meetings, and dividends distribution policies according to the requirements of the listing rules for the equal protection of shareholder interests. Company information is furnished to medium and small shareholders through performance presentations, investor surveys, and regular Email/phone contacts, where shareholders' questions will be answered. In doing so, we hope to achieve positive interaction with medium and small shareholders.

In 2023, BYD held a total of two shareholders meetings.

The shareholders meeting for the year of 2022 was held on 8 June 2023, where a total of 771 shareholders and shareholder representatives owning and representing 1,598,326,247 shares, accounting for 54.9037% of the Company's total shares, attended the meeting.

2023 first extraordinary general meeting was held on 19 September 2023, where a total of 657 shareholders and shareholder representatives owning and representing 1,621,183,512 shares, accounting for 55.688% of the Company's total shares, attended the meeting.

From the attendance of the shareholders meeting, more medium and small shareholders participated in our meeting during the Reporting Period, contributing inputs to company governance and business operation.

In 2023, 83 groups visited BYD for field research, including investors from trust funds, brokerages, insurers, private equity, and QFII. We attended over 112 investment bank and broker conferences both domestically and overseas and organized multiple performance presentations and domestic/overseas roadshows.

Return to Shareholders

Improving return to shareholders and protecting the interests of medium and small shareholders has always been a focus at BYD.

To share the benefit of business growth with all shareholders, we have taken factors such as overall operations, financial conditions, and shareholder interests. As reviewed and approved on the 2022 shareholders meeting on 8 June 2023, the equity distribution plan for the year of 2022 is: taking the total capital stock of the company, 2,911,142,855 shares (1,813,142,855 A-shares, 1,098,000,000 H-shares) as the base, dividends will be paid to all shareholders at a cash rate of RMB11.42 (tax included) per 10 shares. With no bonus shares, no reserve fund converted into share capital, total cash of RMB3,324,525 thousand was to be paid to shareholders as dividends.

2020-2022 Equity Distribution Plan of BYD

Category	2020	2021	2022
Total capital stock on which the distribution is based	2,861,142,855	2,911,142,855	2,911,142,855
Basic earnings per share as disclosed in the annual report (RMB)	1.47	1.06	5.71
Amount of equity per share (RMB)	0.148	0.105	1.142

The 2022 Equity Distribution Plan of the Company was executed on 28 July 2023.

3.2 Supplier Chain Management

BYD complies with international and applicable national and regional laws and regulations, as well as social responsibility organization standards, including but not limited to the United Nations Global Compact (UNGC), the International Labor Organization (ILO), the Organization for Economic Cooperation and Development (OECD), the Responsible Business Alliance (RBA) and other relevant requirements. BYD has formulated a series of supplier management systems such as BYD Company Procurement Management and BYD Supplier Requirements. In 2023, we optimized and updated the Specific Measures for BYD Supplier Corporate Social Responsibility Management, Specific Measures for BYD Productive Material Suppliers Review, and Specific Measures for BYD Non-Productive Material Suppliers Review. The supplier management system defines the social responsibility requirements for supply chain partners from the aspects of labor standards, occupational health and safety, environmental management, trade safety, anti-corruption and anti-commercial bribery. We have publicized BYD's corporate social responsibility requirements and BYD's high attention to corporate social responsibility to all suppliers through various ways.

BYD practices the guidelines of fairness, transparency (with traceability) and competition, promotes competitive procurement, comprehensively optimizes the system, and builds an efficient and collaborative supply chain platform for mutual benefit and win-win situation. Information technology has been applied in key stages of the procurement process to achieve high efficiency and transparency (with traceability) through online records. BYD will continue to promote green procurement and practice its corporate social responsibility.

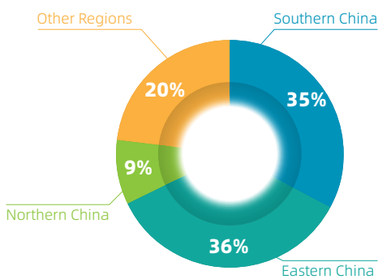
Practicing Fairness, Transparency (with Traceability) and Competition

BYD is committed to building a supply chain system with fairness, transparency (with traceability) and competition. By improving the supplier communication standards, BYD continues to optimize the supply chain and work with suppliers to create a clean and open business environment. BYD held the 2023 BYD New Energy Vehicle Core Supplier Conference to convey to its partners BYD's determination to build a fair, transparent and competitive supply chain system.

BYD reinforces competitive procurement. In 2023, BYD issued a total of 583 supplier recruitments, and opened up channels to attract high-quality suppliers, enhance competition and select the best and the strongest suppliers. BYD strictly implements the procurement method based on bidding, supplemented by competitive bidding and careful use of bargaining. Through a fair and transparent supply chain platform, eligible suppliers were invited to participate in the competition and suppliers were selected in strict accordance with the competition results.

Number of Suppliers

BYD implements procurement localization and selects nearby suppliers. BYD has more than 10,000 cooperative suppliers, 35% of which are located in Southern China, 36% in Eastern China, 9% in Northern China and 20% in other regions until the end of 2023. In recent years, due to the increased demand and the expansion of vehicles, batteries, other businesses, BYD has added factories in many places, and the number of suppliers in other regions is on the rise, which has boosted the local employment.



Risk Management of Supply Chain

With the aim of "prevention first, combined prevention and control", we implement comprehensive risk management. BYD has established a risk management committee and a procurement taskforce, and formulated the BYD Company Procurement Risk Management Procedure. The procurement taskforce of the risk committee is responsible for collecting the risk management information of the supply chain and conducting risk assessment, setting risk thresholds and devising corresponding countermeasures, regularly summarizing and analyzing the effectiveness and reasonability of the existing risk management strategies, and constantly revising and improving them according to the actual situations. In 2023, the procurement taskforce identified 8 risks, analyzed the causes and effects of these risks, and formulated risk strategies and countermeasures.

Supplier Full Life Cycle Management

1) Convention of Contracting Suppliers

BYD has always adopted strict labor practice standards, human rights standards and environmental standards for screening our suppliers, required suppliers to establish a management system that meets the requirements of IS014001, promised to apply and promote a corporate social responsibility management system that meets the requirements of SA8000, and abided by BYD's Corporate Social Responsibility Clauses in its cooperation agreements.

Suppliers are required to ensure that they do not use any form of forced labor, bonded labor (including debt mortgage) or indentured labor. They shall not use child labor at any stage of the business process. They shall treat employees fairly and offer equal pay for equal work, and do not discriminate against employees because of race, color, age, gender, ethnicity, religion, belief, etc. Suppliers must provide employees with a safe, healthy and pollution-free environment to minimize potential hazards in the workplace.

Suppliers are required to consider the impact on the environment in the process of product design and production, and implement continuous improvement programs to deal with these impacts, including replacing materials, reducing carbon emissions and improving the treatment and control methods of waste affecting air, water, and soil. The raw materials or products provided by the suppliers to BYD must comply with the national standards and local regulations of the place of production and sales, as well as BYD's requirements for toxic and hazardous substances.

2) Selection of New Suppliers

In 2023, BYD introduced more than 1,700 new suppliers. Before introducing new suppliers, BYD will conduct an investigation for their necessary credentials, and on whether the suppliers have violated any laws and regulations. Suppliers are required to fill in the Corporate Responsibility of BYD Supplier Investigation Form. The suppliers will not be selected if they don't meet the required standards. BYD rates the social responsibility management of suppliers and their downstream supply chains in terms of product quality, labor and human rights, environmental protection , and other aspects. All information will be verified on site, with multiple provisions of veto power.

Before introducing new suppliers, BYD will sign the relevant cooperation agreement which contained CRS provisions with such suppliers to guide and supervise the suppliers to respect human rights, treat employees preferentially, and protect the environment.

For materials with HSF (Hazardous substances free) requirements, we require the supplier to submit HSF compliant data, and confirm the compliance. Those that do not meet the requirements will not be used.

3）Routine Review and Evaluation of Suppliers

We regularly evaluate and investigate our suppliers' corporate social responsibility performance, including but not limited to:

Conducting on-site review of suppliers' compliance with social responsibility policies and requirements. Those failing the review will be followed up on the rectification and closure for the non-conformities to facilitate improvement. Suppliers failing to rectify to the standard within the given time may be severed from BYD's supplier network, depending on the actual situation.

BYD carries out a mineral supply chain survey on suppliers of tantalum, tin, tungsten, gold and cobalt materials that are included in products or used in manufacturing processes. The survey results showed that metals used in the supply chain came from conflict free mineral smelters and refineries recognized by CFSI.

BYD drafts a list of suppliers for investigation based on the nature of source materials, such as those with high pollution, high energy consumption and high occupational health risks, such as printed circuit boards, materials involved in smelting, forging and casting, etc. Suppliers of listed materials will be investigated on environmental and humanistic performance indicators. If the investigation results do not meet the requirements or the energy consumption of the supplier increases significantly, the supplier will be asked to implement rectifications, a process that will be followed up by BYD.

For materials that have HSF requirements, BYD confirms the HSF compliance of the materials. After changes in suppliers (including changes in raw material supply, changes in production sites, changes in design, etc.) or expiration of HSF data, the supplier is required to provide HSF data again.

BYD regularly conducts environmental protection related surveys on its suppliers. If there is any non-compliance, BYD will require the supplier to rectify in time. If the rectification does not meet the requirements, BYD will stop its cooperation.

Green Procurement and Circular Development

In recent years, BYD has undergone a pivot in the procurement of production materials, from price-oriented to value-oriented. Certain key components and parts are provided entirely by industry-leading suppliers. All manufacturers of BYD's productive materials have passed the quality system certification, those of automotive materials are required to pass the IATF16949, ISO14001 certification, those of track materials are required to pass the ISO9001 or ISO/TS22163, ISO14001 certification, and other materials are required to pass the ISO9001, ISO14001 certification.

In terms of supply chain and raw materials, BYD always adheres to green procurement, establishes a sound green procurement system of "green suppliers and green raw materials", and standardizes various environmental management in procurement. BYD advocates the development of a circular economy, actively explores ways to improve the resource utilization, enhances resources recycling, and reduces the use of packaging materials.

Green raw materials: BYD is committed to using environmentally friendly materials to reduce the use of harmful substances. For example: the foot mat materials of automobiles have been gradually changed to TPE. TPE foot mats do not contain formaldehyde, which is environmentally friendly and odorless, and have better abrasion resistance and high temperature resistance.

Green logistics: BYD is committed to providing more environmental-friendly modes of transportation. For example, we are actively promoting low-carbon marine transportation and new energy vehicle road transportation to reduce air pollution. The low-carbon marine transportation reduces carbon dioxide emissions by 46% per container by using new carbon neutral fuels (such as methanol) instead of fossil fuels.

Green packaging: BYD actively promotes the recycling of logistics packaging boxes. For example, we have gradually replaced the cartons and wooden packaging boxes used in the transportation of battery pack products with the recyclable blister box with a service life cycle of more than 3 years and an annual recycling cycle of over 900 times, greatly reducing resource consumption.

04

QUALITY AND MARKETING



4.1 Product Responsibility

Product Quality Management System

Based on IATF 16949, ISO/TS 22163, China Compulsory Certification (CCC) rules and specifications, Ministry of Industry and Information Technology Order No.50 Administrative Measures on Admission of Road Motor Vehicle Manufacturing Enterprises and Products, Order No.54 Administrative Rules on the Admission of New Energy Vehicle Manufacturers and Products, GB7258-2017 Technical Specifications for Operation Safety of Motor Vehicle, GB 18384-2020 Electric Vehicles Safety Requirements, Regulation (EU) 2018-858, and requirements of laws and regulations at home and abroad, BYD has established a comprehensive quality management system with the Company's experience in quality management over the years. During the Reporting Period, BYD did not violate laws and regulations pertaining to product responsibility.

BYD has established a reliable document management system, and released the BYD Automobile Quality Manual, BYD Automobile Quality Management System Star Rating Procedures, BYD Quality Inspection Management Measures, BYD Automobile Risk Management Control Procedures, and other quality management systems. BYD has established a quality star rating system model driven by the philosophy of "compare, support, compete, exceed", rating the quality control of factories on system, processing and product dimensions.

The quality control process of BYD starts from actual products. The philosophy of CAPD review is implemented through systematic star rating review and special quality inspections. We will first find the root cause of issues, and then optimize the process accordingly. BYD has commenced 4 module-specific inspections involving 20 business divisions, sent 36 evaluation teams, and identified a total of 292 issues. We are one of the first vehicle manufacturers to implement a "quality system competitiveness index" , which can be related to the overall performance as well as the performance of business units and factories, driving advancement from competition. It has been currently well applied in star rating, quality culture and service quality evaluation of industrial parks.

In 2023, BYD actively explored the advanced quality management system in the industry, continuously acquired new knowledge and capabilities externally, integrated them with the fundamentals of its own development, launched work such as BYD's internal lighthouse factory evaluation pilot, performance excellence promotion, etc., and actively responded to the country's call for intelligent manufacturing. At present, BYD Lithium BATTERY Co., Ltd. has been selected as one of the intelligent manufacturing demonstration factories in 2023.

In terms of quality management system star rating, a total of 218 factories have been rated in 2023, 4 of which have achieved 5-star rating (ideal), 66 of which have received 4-star rating (excellence), with the rest of 148 factories deemed acceptable. It effectively ensured the operation of the quality management system, strengthened the competitive atmosphere and promoted the continuous improvement of backward factories.

In terms of quality management system certification, the BYD Group has 96 factories that have passed ISO9001:2015 quality management system certification (including 32 BYD automobile factories); 122 factories that have passed IATF16949:2016 system certification (including 93 first-level assembly parts factories).

In terms of product certifications, passenger vehicles, buses, and safety-related components (lights, rearview mirrors, etc.) of BYD sold in China have passed the China Compulsory Certification (CCC). All models and related parts exported to other countries have passed the certification according to local requirements.





CCC Certificates for BYD's Passenger Vehicles and Commercial Vehicles



European Standard Certifications for BYD's Passenger Vehicles and Commercial Vehicles

Whole Process Quality Control

Research and Development Quality Control

BYD has established the product research and development management process and developed the PLM (Product Lifecycle Management) management system, which establishes relevant procedures from feasibility analysis and project approval, design and development planning, product design and development, sample production, process design and development, small-scale trial production and mass production introduction in order to manage product research and development and ensure product quality. We first understand what customers need and then develop products based on their needs to avoid any change to the products at a later stage.

With respect to feasibility analysis and project approval , BYD fully understands the needs of customers and the market, and conducts professional feasibility research, including but not limited to: market research and investigation results, government industrial policy support, patent investigation, analysis and avoidance, technology and manufacturing feasibility, development costs and revenue, supplier capacity, etc., in order to provide a solid foundation for BYD to produce products that satisfy customers' needs.

Regarding the design and development planning, BYD identifies risks from FMEA (Potential Failure mode and effects analysis) based on risk management mindset. For sample production, BYD utilizes information technology systems to establish an online OTS approval process, and strictly and efficiently executes the sample confirmation process.

In terms of small-scale trial production and mass production introduction, BYD carries out quality capability evaluation for new products to inspire factories to focus on yield and pacing, so as to prepare them for mass production of vehicles and ensure components will pass PPAP (Production part approval process) approval.

On top of new product quality capacity evaluation, we are also motivating and regulating the quality control after mass production of various types of vehicles through PPAP rating to ensure that raw materials and components necessary for the production of passenger vehicles and relevant parts continue to meet the requirements of product design and mass production. The measure also helps to improve the consistency of manufacturing and product suitability. For the development of new products, we have created the role of development quality engineers (DQE), who are responsible for monitoring of quality throughout the development process, to maintain stable and reliable component quality.

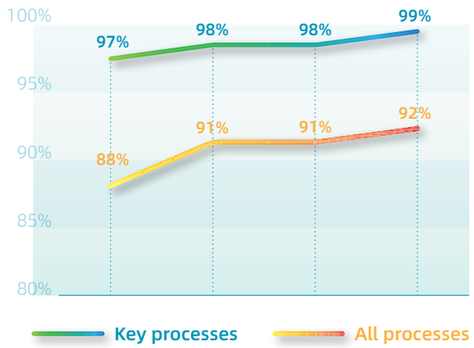
Processing Quality Control

Process-oriented, Multi-staged control

The principle of quality control includes in-depth understanding of mechanisms, systematic planning, thorough execution, full accountability, company-wide participation, fast response, closed loop management, and positive cycle. Employees are encouraged to report potential issues, replay failure, and counter unknown risks through trial and error. The Company is pushing forward automated manufacturing with the utilization of MSA (Measurement System Analysis), SPC (Statistical Process Control) and error proofing means, with the objective of delicate manufacturing facility management, intelligent on-site quality control, legal compliance, and meeting customer demands.

We have introduced a new "one sequence and one inspection" management method to constantly pursue and realize reliable manufacturing, and achieve quality control. Through inspections of each factory, we encourage those with excellent performance and spur those with backward performance, thereby creating a positive and progressive atmosphere for improvement. In 2023, a total of 673 review was conducted, involving 12 business divisions and 197 factories. The program have been continuously optimized to encourage the use of automated and intelligent equipment inspection programs. In 2023, we achieved 99% inspection achievement rate for key processes and 92% inspection achievement rate for all processes.

Process Achievement Rate



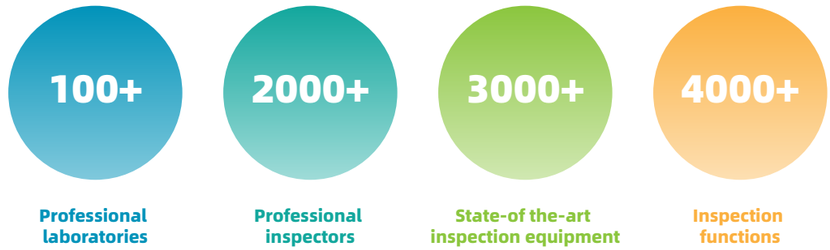
Ensuring Zero Defects Based on Effective Inspection and Strict Control

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

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

BYD rigorously inspects all manufactured vehicles, with zero tolerance to defects. The inspection process is empowered by state-of the-art equipment and intelligent monitoring systems, such as headlight examination machine, dynamic rotating hub test platform, braking test platform, sideslip test platform, exhaust analyzer, four-wheel aligner, malfunction diagnosis tester, panoramic chamber, four pillar test rig, and enhanced road performance tester. Vehicles are tested in a comprehensive manner for quality before they leave the factory.

In addition, BYD has established a sound and complete automotive and parts and components inspection center, which is located in three cities, namely, Shenzhen, Nanning and Xi'an, with more than 100 professional laboratories, more than 2,000 professional inspectors, more than 3,000 units (sets) of state-of the-art inspection equipment, and more than 4,000 inspection functions. It covers seven major fields, namely, whole vehicle, safety, NVH, EMC, powertrain, parts and components and materials. We have obtained more than 500 CNAS standards recognition both at home and abroad.



Aftersales Service

BYD has a comprehensive product tracing and rapid complaint system to avoid product responsibility risks throughout the whole process from raw material sourcing to manufacturing, shipping, and delivery. For product safety, we follow the BYD Automobile Product and Responsibility Control Procedure, identifying management requirements of product safety and responsibility related to design, procurement, approval, manufacturing, sales and aftersales service processes.

Sound Recall System

We have strictly followed the relevant requirements of Defective Vehicle Product Recall Management Regulations in respect of vehicle quality control and recall of defective products. Our BYD Automobile Defective Product Recall Procedure clearly defined requirements for information filing, creation and maintenance of databases for every stage, conditions of recall, domestic recall (verification of information, voluntary recall, ordered recall), and international recall, so that defective vehicles will be disposed of effectively and properly in order to contain any resulting damages.

There were no recalls on BYD vehicles in 2023.

Product recall rate in the past three years:

Product liability	2021	2022	2023
Percentage of products recalled for safety and health reasons	3.1%	3.36%	0

4.2 Quality Culture



Quality is the foundation for BYD's growth. The quality vision of BYD is to share quality development and enjoy quality life. To enhance BYD's quality culture and enable all employees to have a sense of identity and mission in the mindset and viewpoints on quality, the Company has refined its successful experience in quality management over the years into the quality culture 123. Through quality month, skill competitions, QIT rating, writing competition, craftsman appraisal, and a series of activities, we promote the comprehensive implementation of the quality culture 123 within the Company with full coverage and full penetration in order to create a strong quality culture atmosphere, stimulate employees' awareness and passion, and help them possess necessary skills.

In 2023, BYD's fifth quality month campaign was launched under the theme of "People Before Products, Gathering Efforts for the Quality Culture 123", which carried out a total of more than 200 activities in various parks and branch factories across the country, including bigwigs' talk on quality culture 123, quality observation room, quality lecture hall, and pioneers' talk on quality culture, etc., in order to promote quality education through activities, increase cohesion by culture, and promote the rapid and effective implementation of quality management, improve the quality of products and services, and continuously provide customers with excellent products. We continue to build up the craftsman spirit by launching the selection of craftsmen. A total of 4 company gold emblem craftsmen were finally selected from the 154 selected silver emblem craftsmen. At the same time, we also actively participate in the selection of external craftsmen, and a total of 22 employees have won the titles of Shenzhen Baiyou Craftsman, Shenzhen Excellence Craftsman, Shenzhen Julong Craftsman, Shenzhen Longgang Craftsman, Guangdong Daya Bay Craftsman, Shanghai Songjiang Craftsman, etc.

All employees are committed to improving and building the quality culture 123. BYD has implemented various



Kick-off meeting of the quality month under the theme of "People Before Products, Gathering Efforts for the Quality Culture 123"

improvement methods within the Group. In 2023, BYD strived to promote the QIT (quality improve team), which incorporates lean manufacturing, Six Sigma, error prevention and other quality improvement methods into the appraisal activities. A total of 180 outstanding quality improvement teams were selected from two appraisal activities held throughout the year. In addition, BYD persisted in implementing QCC (Quality Control Circles) in depth. In 2023, there were 38,737 filed QCC projects, with 32,570 projects completed, and the annual QCC improved revenue was RMB760 million, representing a year-on-year increase of 49.1%.

Meanwhile, the Company actively participated in the external QCC appraisal activities and yielded excellent results: the Company won the title of National Excellent Quality Management Team of the China Association for Quality; won 2 first prizes and 1 second prizes in the activities of the China Quality Club; won 1 gold, 1 silver, and 3 bronzes at the QCC evaluation competition held by the Shenzhen Association for Quality; won 11 first prizes and 40 second prizes at the QC team evaluation competition held by the Xi'an Association for Quality; won 2 first prizes and 12 second prizes at the Hunan Machinery and Equipment Industry Quality Management Achievement Competition.



QIT results conference held in the second half of 2023

38,737
Number of filed QCC projects

3,2570
Number of QCC projects completed

RMB 760 million
QCC improved revenue

4.3 Responsible Marketing

Creating a Responsible Marketing System

With the increasingly fierce market competition, responsible marketing has become the key to corporate sustainable development. Through the multi-brand strategy, BYD has built a responsible marketing system by combining the characteristics and strengths of each brand. Each brand not only pays attention to the improvement of product quality and performance, but also emphasizes the optimization of service quality and customer experience. Through a comprehensive training and management system, the professional capability and service awareness of distributors and the BYD direct sales team have been significantly enhanced, providing customers with a better service experience.

Multi-brand Featured Marketing

Dynasty Series: The Dynasty Series adheres to the service objective of "selling a car, making a friend" to carry out the heartfelt service philosophy of "pursuing perfection with sincerity". Upholding the WES policy, the Dynasty Series empowers distributors in a comprehensive manner through the aspects including service quality, on-site management, NPS, sales complaints, basic data management, and staff training and management to help the terminal sales force continue to improve its operational capabilities. We continue to organize the "Iron Army Training Camp" to empower distributors in multiple aspects, including products, services and marketing, and facilitate double improvement in both sales and services.



Ocean Series: In recent years, the Ocean Series has been optimizing its distributor management by reducing the pressure of assessment at the store end, building a simple and effective assessment mechanism, and ultimately forming an assessment system with customer experience as the ultimate management goal. We have formulated distributor training management standards to promote timely and effective distributor training, enhance the sales service level of the distributor team, ensure that consumers are provided with better products and service experience, and jointly build a better brand image. We have launched test drive experience training, product training, excellent case learning and other types of skills enhancement training to improve the sales service awareness and sales service capabilities of distributors.


Product training


Test drive training

Yangwang brand: As a new brand of BYD, Yangwang provides customers with full life cycle protection covering presales and aftersales of vehicles by adhering to the service philosophy of "faith to honesty". As of the end of 2023, there were 28 business center stores and 44 showroom stores nationwide. Through the cooperation of the direct sales team, each store of Yangwang actively provides professional consultation and customized solutions to meet the different needs of users from the users' perspective. In 2023, the business division of the Yangwang brand issued more than 60 management documents, conducted more than 50 online training sessions and more than 40 offline training sessions.

·Talent selection

Yangwang stores adopt high standards and strict requirements for the appointment of talents in each position, aiming to bring better service experience to customers with more excellent talents. At present, 36% of Yangwang's frontline sales staff are undergraduates, and more than 58% of which have experience in luxury brand automobiles.

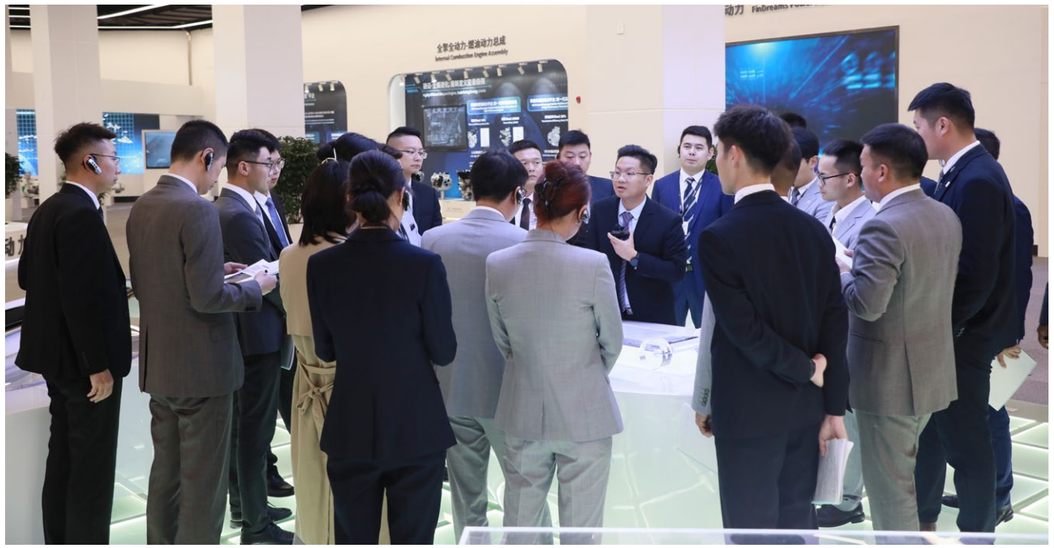
·Talent training

With respect to the sales staff's knowledge of vehicles, Yangwang has carried out a series of skill enhancement training courses, such as Iron Army certification training, specialized business training, luxury goods appraisal, and U8 off-road test drive training, in order to truly create a high-end automobile service team that understands users' needs and solves the problems raised by users.

·Voice of Yangwang

In 2023, Yangwang received over 27,000 suggestions from users and over 1,100 first-hand feedback from stores. These heartfelt suggestions have been followed up and rectified through the headquarters for Yangwang's better development and to produce better products to reward users.

Yangwang talent skills enhancement training







DENZA brand:DENZA always upholds the principle of "user first", actively listens to the voice of users, creates a brand-new car experience with users, continues to exert positive social influence, and jointly creates a better future. DENZA adheres to its whole direct sales system and has established an online and offline omni-channel model to provide owners of DENZA with excellent services and aftersales protection. In terms of online channel, we have adopted a full-chain digitalized car buying service system. Relying on the DENZA Automobile APP and applet to achieve visualization of the ordering system, users can enjoy a one-stop online car buying and use experience with transparent pricing and traceable progress from ordering to delivery. In terms of offline channel, we have provided a comprehensive three major direct sales systems, namely, DENZA experience store, DENZA Center and DENZA MINI Center. As of the end of December 2023, the number of DENZA's direct sales stores have exceeded over 340 stores, covering over 130 cities.

DENZA has continued to iterate and upgrade its new luxury service system, comprehensively improving the DENZA Service Experience (TSE), service quality, and the qualification rate of car delivery and inspection. By formulating and iterating delivery inspection standards, conducting interviews with stores with low qualification rates, and formulating and iterating delivery and inspection assessments, the vehicle delivery qualification tends to be fully covered.

We have conducted in-depth investigations into abnormal problems, traced such problems, and formulated appropriate standards to regulate store operation and management through various studies. At the same time, the training and interpretation, provision of materials, in-store consultation and other measures can facilitate problem solving to improve service level in stores. In addition, we have also introduced measures such as assessment, interviews and rectification reports to strictly control backward stores and enhance their operational capabilities.



FANGCHENGBAO brand: As a professional personalized brand of the BYD Group, FANGCHENGBAO is committed to creating personalized products with professional technology to meet users' personalized car needs. FANGCHENGBAO adheres to the original intention of "user-oriented" approach, integrating the brand's position and the preferences of the target group, building the brand's visual system and operational regulations and standards, as well as shaping the brand image that best suits the product, strategy and user perception. The brand establishes standards, provides benchmarks, formulates rules, determines positions, and presents users with consistent high-class, personalized, and professional perception. FANGCHENGBAO adopts direct sales channels and builds three major sales channels, namely sales and service centers, MINI sales and service centers and retail centers. As of 31 December, 2023, more than 150 directly sales stores had been opened, covering first-tier, second-tier, third and fourth-tier cities in more than 80 cities.



Aftersales Training Management of the Group

The business division of auto aftersales services launched the aftersales training in stores for BYD, DENZA, Yangwang and FANGCHENGBAO terminals, aiming to enhance the competence and comprehensive capability of the staff at the service stores, so as to meet the human resources needs of aftersales service in BYD terminals. The training targets include terminal aftersales staff. The training is divided into new store and position certification training, specialized training, and enhancement training, etc., with all-round and multi-level training contents covering brand culture, product knowledge, case analysis, service research, etc. The training is provided in rich and diversified forms, including a combination of remote live broadcasting, self-study courses and face-to-face teaching, with the theories and practices complementing each other. In 2023, we provided a total of nearly 800,000 participants with aftersales training sessions, a 28.5% increase from the previous period, realizing full coverage of terminal aftersales staff. With respect to school-enterprise cooperation project, we completed the signing of contracts with 31 colleges and universities, and provided stores with a cumulative of 3,231 talents. The aftersales training for stores has effectively enhanced the business capacity of store staff, and exerted a significant effect on the improvement of aftersales service levels.

4.4 Customer Interests and Services

BYD is dedicated to the protection of customer interests through a holistic system. Under the broad canopy of the Company's management system, divisions and subsidiaries have tailor-made customer management policies and measures based on the characteristics of their business scopes and target customer groups, with an aim to protect customers' interests while bringing them with high quality services.

Protection of Customers' Privacy

BYD has always complied with the Data Security Law, the Personal Information Protection Law and other laws and regulations. The protection of users' personal information and privacy has always been the basic commitment of BYD to its users.

Regarding the protection of personal information, BYD implements the requirements of consistency of authority and responsibility, clarity of purpose, minimum necessity, security guarantee, subject participation, and openness and transparency. It protects personal information by adopting security protection measures that meet the industry standards to prevent unauthorized access, improper public disclosure, use, modification, damage, or loss of data. BYD has obtained the "National Information Security Level Protection Level 3 Certification" and ISO 27001 certification issued by the competent authorities of public security.

BYD has formulated the BYD Personal Data Protection Management System, the BYD Personal Data Protection Management Implementation Rules (Trial) and other company-level systems, and established supporting procedures to ensure that personal information processing activities are carried out in accordance with laws and regulations.

In order to comprehensively enhance employees' awareness of information security, we provide all employees with vivid security copywriting and publicity. In 2022, BYD decided to designate September every year as "BYD Internet Security Promotion Week". In 2023, BYD launched the publicity on information security laws and regulations and security protection knowledge through the internal official account, posters, screensavers on security terminals, knowledge assessments, knowledge quizzes, phishing email drills and other methods, in order to assist employees in enhancing their security awareness and skills in personal information protection, phishing prevention and data security protection.

In 2023, BYD arranged a total of 20 information security training sessions at the Group level, and developed a standardized information security courseware for new recruits and fresh graduates, which was launched for the Group's new employees to understand BYD's information security requirements. Currently, more than 100,000 employees have participated in the learning program.

In 2023, BYD did not receive any complaints about users' personal information and privacy, and did not experience any leakage of users' privacy data.

BYD's Information Protection Mechanism

Collection	• Before collecting personal information, we fully inform users of the purposes, methods and scope of handling personal information, and promise not to use users' information for other purposes not stated.
Storage	• "In compliance with relevant national laws and policy documents, we protect the storage of user's personal information from unauthorized access, public disclosure, use, modification, damage or loss; • In order to protect users' personal information, reasonable data security measures are taken, such as access control, minimum unit authorization, encrypted storage using encryption algorithms, and desensitization of sensitive personal information to ensure data integrity and confidentiality."
Transmission	• Stringent data protection plans are adopted to encrypt data transmission using encryption technology and desensitize sensitive personal information during data transmission.
Data sharing	• Prior to data sharing, risk assessment on data sharing activities is carried out to ensure that the risks after data sharing are controllable. Data protection responsibilities of data recipients are clarified through contracts. Data sensitivity is assessed prior to data sharing. According to the assessment result, desensitization operation is carried out on the sensitive data that needs to be shared.
Export of data	• When there is a need for the export of personal information, the impact assessment of personal information protection will be carried out in accordance with relevant laws, regulations, policy documents and standards. Necessary data export protection mechanisms are adopted, such as the reporting of security assessment of data export, the signing of a standard contract, etc.
Users' rights	• We protect users' right to be informed, make decisions, and access, copy, revise, supplement, delete the information, as well as withdraw consent, allowing users to restrict or refuse the processing of the personal information. The closure of users' rights represents the cancellation of the authorization. We are prohibited from collecting and using user' personal information once the user cancels the authorization.

Management of Customer Relationship

In order to solve customer complaints in a timely and effective manner, we have formulated a series of customer complaint management methods, such as the BYD Customer Service and Communication Management and the BYD Auto After-sale Customer Complaint Management Process. At the same time, we have set up complaint channels, including the 400 telephone complaint line, WeChat, mailboxes, and occasional customer survey questionnaires of BYD to ensure the collection of the first-hand customer feedback. Each brand has also formulated different customer complaint management systems and regulations. For example, the Ocean Series has established the Customer Complaint Assessment Rules to guide distributors to emphasize the maintenance and management of customer relationship, and has formulated the assessment policies of the 2023 Ocean Series Distributor Customer Complaint Assessment Rules and the Notice on the Release of Ocean Series Distributor Customer Complaint Specialized Assessment and Management to ensure the continuous improvement in service quality, as well as speedy and effective solving of customer complaints.

We achieved remarkable results in 2023. The prompt resolution rate of customer aftersales complaints reached 96.18%.

Quality Services

Dynasty series: Zhenxin Service, always prioritizing customer needs and satisfaction

We are fully aware that customer satisfaction is the source of motivation for us to keep moving forward. In this regard, we always insist on prioritizing customer needs and satisfaction, and strive to provide customers with safe, high-quality products as well as warm and professional services. Our goal is to be a loyal and reliable friend to our customers and their families, and create a pleasant and reassuring car buying experience for them.

In order to comprehensively improve the service quality, we have carefully created four major service scenes: a warm and active first impression, a professional and considerate feeling in the store, a safe and secure test drive experience, and a sincere and meticulous revisit. At the same time, it has incorporated the service of "offering a bottle of water when the customers enter the store, and providing a mask when the customers leave the store" into the overall sales process, as a basis for comprehensively upgrading the service standards. We have also launched the "Enjoy Dynasty" series of special actions, the "one hundred benchmarking" program, and the "Dynasty Service Stars" through "online + offline" training empowerment to stimulate the initiative of distributors and ensure that customers can receive the best service experience.

In terms of on-site management, we adopt multi-aspect supervision and management in the form of self-inspection by distributors, regional inspection, and point inspection by manufacturers to ensure that the store image meets the standards. At the same time, we have created exclusive five-sense services of Dynasty centering on the five senses of "sight, hearing, smell, taste and touch", launched Dynasty tea card fragrance and exclusive music of Dynasty, introduced Starbucks, upgraded the water bar area, and renewed the clothing, so as to provide customers with a comfortable and pleasant immersive car buying environment.

In terms of customer complaint management, the response rate and resolution rate are as high as 95%, which guarantee customer appeals solved with high efficiency.

With these initiatives, consumers continue to be impressed by the services provided by Dynasty, with a score amounting to 97 in the 2023 NPS survey and frequent positive reviews on all major media platforms. This recognition made us stand out in the People's Craftsmanship Award, winning the “People's Craftsmanship Service Award” from the People's Daily Online.





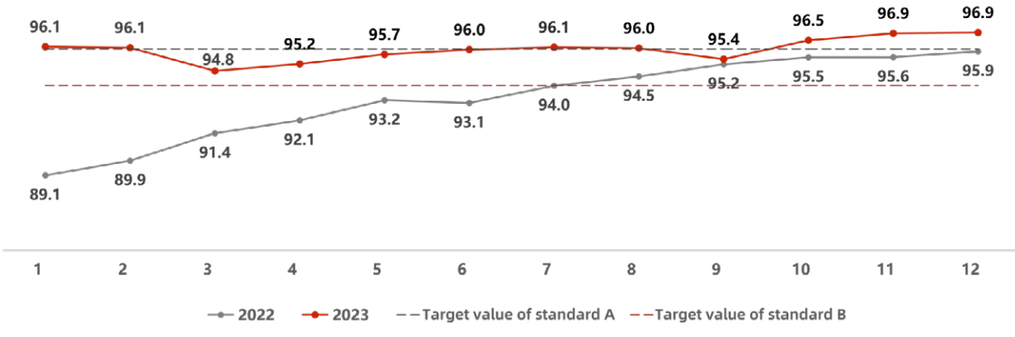
Ocean series: Leading “wisdom to enjoy” service experience

The Ocean Series is committed to leading a new "wisdom to enjoy" service experience and helping our distributors to improve their business level and service quality. We strive to win the favor of customers through personalized, comfortable and attentive services. In order to ensure service quality, we adopt the mysterious shopper inspection and remote monitoring method to conduct monthly assessment of distributors, and quarterly assessment on market distributors at the county level. According to the assessment, we provide positive and negative incentives to the subjects, and facilitate continuous improvement in terminal service level.

In order to encourage distributors to pay attention to customer experience and establish the concept of service in full life cycle, we have standardized the definition and direction for improvement of distributor sales satisfaction. Through the use of NPS as an indicator of customer satisfaction as well as online publicity, training and management assessment, customer satisfaction for sales services continued to increase. The NPS value of the Ocean Series increased from 78.8 points in April 2021 to 96.9 points in December 2023.

In order to enhance customer satisfaction and loyalty, the Ocean Series has formulated strict customer complaint assessment rules to guide distributors to emphasize on the maintenance and management of customer relationship. At the same time, we provide distributers with practical complaint management standards to ensure constant improvement in service quality and solve customer complaints rapidly and effectively. In 2023, the complaint prompt response rate and prompt resolution rate of the Ocean Series reached 92% and 87%, respectively.

NPS value of the Ocean Series in 2023



Yangwang brand: high standards, strict requirements

The direct sales stores of Yangwang adopt high standards and strict requirements, with the goal of bringing users a more different, luxurious and quality experience. In order to ensure user satisfaction, the Yangwang brand has launched a series of internal management actions such as store inspections, standardized reception video learning, photo feedback, and self-inspection of processes. At the same time, we also organized activities such as Enjoyable Appraisal, Enjoyable Test Drive, and customized delivery to comprehensively improve customer satisfaction. The customer delivery satisfaction score for the year reached 98.22, fully demonstrating our attention to and fulfillment of customer needs. In 2023, we achieved an excellent average of 98.33 points for car buying satisfaction, 98.22 points for delivery satisfaction and 99.18 points for test drive satisfaction.



Yangwang Appraisal



Enjoyable Test Drive

DENZA brand: Full life cycle carefree experience

DENZA provides users with a full life cycle carefree experience by focusing on three aspects: rich system standards, solid business capabilities and optimized store operations. We are committed to improving the business standard gaps in the business system to ensure smooth operations of the store services and operation systems. At the same time, we empower stores to capture the business standards/actions of each part to strengthen the enhancement in store services and operation capabilities. In addition, we also optimize store operations, supervise the orderly commencement of business and fulfillment of target requirements, and accelerate achievement of store services and operation levels.

In order to enhance customer satisfaction and brand image, we have formulated practical sales complaint management standards. Through the sales complaint assessment mechanism, we have guided stores to emphasize on the maintenance and management of customer relationship. In addition, we have carried out centralized control of in-sale services to improve the weak points of the delivery service process in order to achieve the standard of delivery efficiency, and further improve the overall satisfaction of delivery. In 2023, the Net Promoter Score (NPS) reached an industry-leading 98.4 points.



FANGCHENGBAO brand: All-round and multi-scenario car owner experience management

The FANGCHENGBAO brand focuses on listening to users' voices from multiple channels to ensure the service quality throughout the life cycle. We have formed an all-round, multi-scenario owner experience management program, which includes: collection of car owner experience from multiple points, stage-by-stage matching of presales business needs to set up NPS questionnaires for promotion, as well as process-oriented customer complaints and NPS management system. These measures help us capture the changes in car owner satisfaction in real time, respond to and handle customer complaints in a timely manner, enhance the stores' emphasis on satisfaction, and improve the brand's reputation as a whole.



Care for Customers

In 2023, under the guidance of the service philosophy of "Excellence in Diligence, Integrity in Heart", the aftersales of the two series of BYD relied on more than 1,700 offline service stores to comprehensively upgrade customer experience, actively fulfill social responsibility and build up integrity in operation and management. This year, the Company has further optimized and upgraded its service contents and products to meet the diversified needs of customers.

Optimization and Upgrading of Service Contents and Service Products

In 2023, the aftersales of BYD relied on more than 1,700 aftersales service outlets to comprehensively optimize and upgrade the service process and service products from the perspective of customer experience, continuously explore better service contents, and create more attentive and personalized service products. It provides the industry's leading service with absolute sincerity, and has established the charging pile installation service quality standard system, aiming to provide customers with an early installation service. The charging pile installation service has been provided to more than 2 million customers. It has completely upgraded its pick-up and delivery service and travel alternative service to protect customers' every driving scenario with a full life cycle and all-round solution. The parking, loan car and other travel services have facilitated more than 10,000 trips, with the pick-up and delivery service covering over 370 cities across the country to save the time of more than 60,000 car owners in the store each month. Our Sincere Starlight service has stayed up for a cumulative of over 100,000 hours to provide nighttime customers with warm services. We have launched the industry-exclusive "Technician Q&A" platform, with more than 200 professional technicians online to answer customers' questions about car use in a timely manner. The provision of convenient insurance reporting service for accidents enables the reporting of insurance with one touch without waiting. Customers can receive immediate response from an insurance company. We have launched an excellent used car replacement service and the Sincere-certified used car business, bringing customers a sincere, honest and new used car experience.



Accelerating Intelligent and Digitalized Services

In addition to continuously improving the physical service experience, BYD has also carried out in-depth cultivation in the areas of intelligent and digitalized services for its aftersales business, with an independent research and development team of more than 200 people and a full range of independent IT research capabilities. Intelligent services created by intelligent vehicles is a major solution for aftersales service of new energy vehicles. Focusing on the advantages of new energy vehicles over traditional fuel vehicles in terms of intelligence, networking and sharing, the aftersales of BYD actively promotes the digitization of a mobile travel service scenario. The online functions such as service reservation, car pickup and delivery, loan car, parking service, and service progress acquisition have been fully applied. The launch of new Sincere Changlian 2.0 realizes the online intelligent management of the whole business chain of automotive aftersales maintenance service, which facilitates more refined management of workshops, more efficient aftersales service, and more transparent vehicle maintenance. The launch of "Sincere Auction", an official used car trading platform, makes the used car trading more convenient, transparent and efficient.



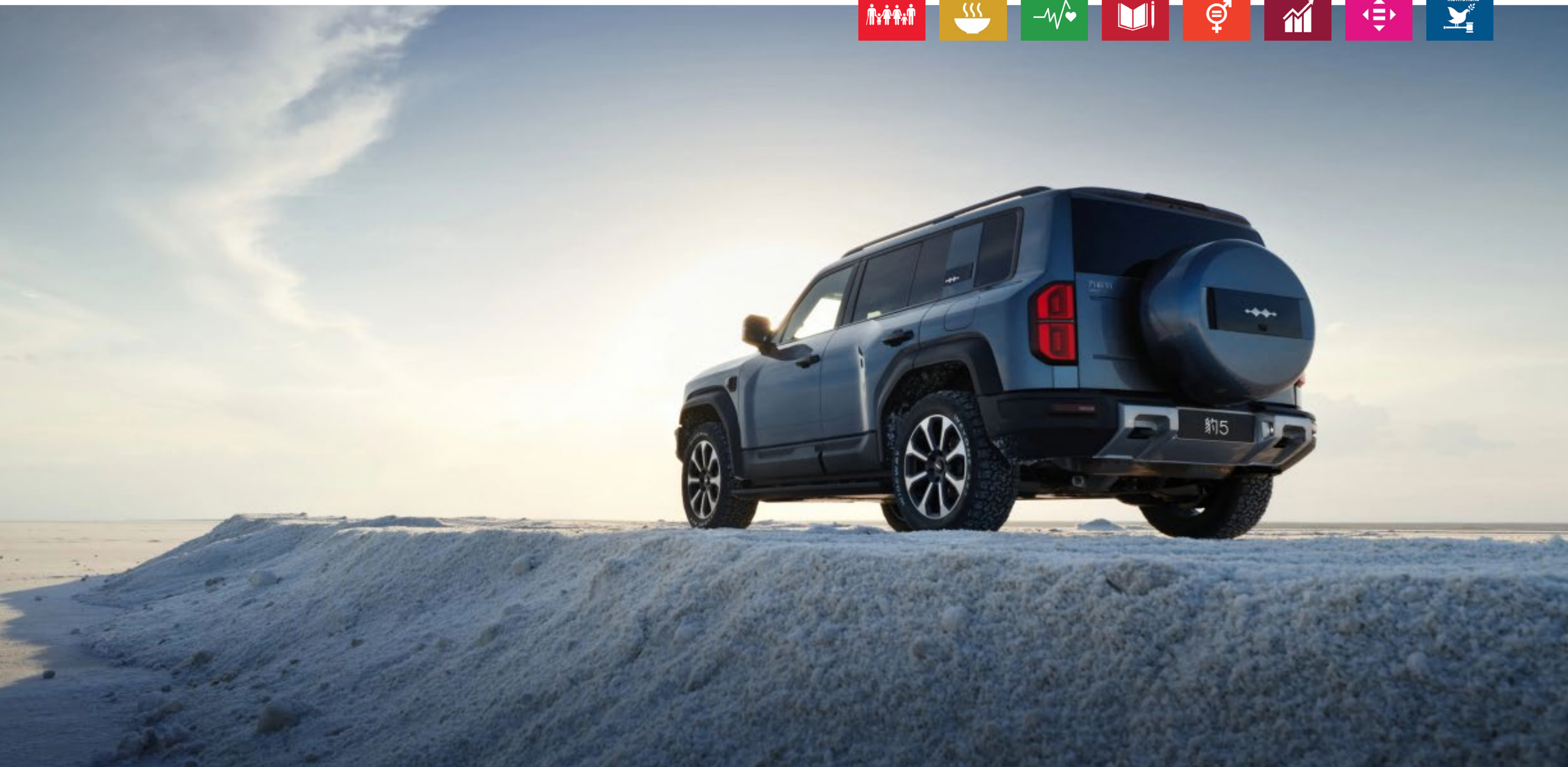
Customer Satisfaction

BYD's aftersales service maintains a net promoter score of over 95 points in the 2023 NPS survey. In the 2023 China Automobile Industry Customer Experience Index (CXI) report jointly released by Maxinsight and China Automobile Market magazine, BYD's aftersales service experience ranked first among independent brands. BYD won six awards in the 2023 China Automotive After-sales Service Customer Satisfaction (CAACS) Survey. At the "2023 (18th) China Automobile Golden Wrench Award", BYD won the "2023 China Automobile Golden Wrench Award - Service Recommendation Award".



05

EMPLOYEES FIRST



5.1 Responsibility to Employees

"Promoting employment and sustaining growth" has emerged as a critical metric for assessing social harmony and progress. BYD's HR approaches are guided by the principle known as "Employees First", with a core value that emphasizes respect for every employee's rights, fostering their growth, and encouraging technological innovation. Accordingly, we strive to cultivate a work environment that is fair, equitable, and transparent to support our employees in their professional development and career advancement. In 2023, BYD garnered widespread acclaim from job seekers both within China and internationally, securing 10 prestigious awards, including "China's Top 10 Best Employers of the Year," "Best ESG Practice Award," and the "Most Favored Employer Award for Overseas Talents."







5.2 Employment System

BYD complies with the United Nations Convention on Human Rights, the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China, as well as the employment laws and regulations of the countries where it operates. By integrating various standards systems regarding quality management, occupational health, environmental safety and social responsibility, BYD has established its own code of conduct and relevant systems for human resources management, recruitment management and prohibition of forced labor. BYD strictly follows the guideline of "equal opportunity, recruitment based on capability", eliminating discrimination against nationality, race, gender, and religion in recruitment and prohibiting forced labor, labor trafficking and child labor. During its recruitment process, BYD employs an ID card scanning system that automatically verifies an applicant's age and reports to the authorities. This system, in conjunction with a physical inspection of the individual's identification, offers a dual-layer shield against child labor. If an individual under the age of 16 is discovered, the Company commits to providing all necessary support to safely return the individual to their guardian, following established procedures. Throughout the reporting period, BYD strictly adhered to ethical labor practices, ensuring that it neither employed nor utilized child labor.

Furthermore, the Company maintained a firm stance against forced labor, labor trafficking, employee discrimination, and any other actions that would contravene its internal policies or relevant laws and regulations.

Diversity of employees

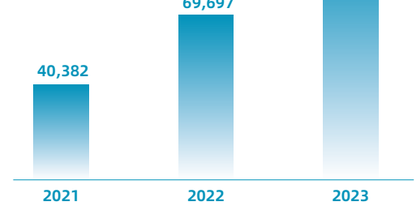
As it expands on a global scale, BYD is committed to fostering a diverse and inclusive workplace. In 2023, BYD boasted a workforce exceeding 700,000 employees worldwide, including over 30,000 fresh graduates from both domestic and international institutions, more than 33,000 interns, and nearly 3,000 individuals with disabilities, all contributing to various sectors within BYD. Women represent 14% of the senior management team at BYD. The Company's staff is made up of members from 56 different ethnic groups, with over 60,000 employees belonging to ethnic minority groups.

BYD rigorously adheres to laws and regulations pertaining to employment contracts, ensuring that all such agreements are honored in accordance with legal requirements. The Company diligently pays various social insurance contributions for its employees and boasts a 100% rate of employment contract signings. To safeguard the legitimate rights and interests of departing employees, BYD has put in place standardized procedures for resignation that are fully compliant with relevant laws and regulations.

Categorization of BYD Employees

Categories	Headcount	Percentage
R&D personnel	10,2844	15%
Male employees	481,499	68%
Female employees	222,005	32%
Total number of employees	703,504	

Trend of Increasing R&D Personnel



BYD vigorously collaborates with government departments such as the Human Resources and Social Security Bureau and the Employment Bureau, while simultaneously establishing various employment channels and platforms to attract local workers. In 2023, BYD vigorously promoted local employment by recruiting over 550,000 people, with 99% of the domestic employees and 95% of the overseas employees being locals, making a positive contribution to the harmonious development of society and the economy.



5.3 Talent Training and Development

BYD has developed a comprehensive framework for talent development, which consists of a management index evaluation system, a technical title certification system, and a skill level certification system. This framework supports a multifaceted talent development channel that integrates management, technology, and skills, fostering continuous innovation across these areas within the Company. In line with its commitment to ensuring a steady and robust pipeline of talent, BYD embraces the core philosophy of "cultivating excellence with excellence, allowing success to replicate success", which has led to the establishment of a distinctive talent training system that is progressively implemented across the organization. BYD categorizes positions into technology, marketing, operation, and comprehensive roles, with each category receiving tailored training strategies. The Company employs a variety of development methods, including face-to-face theoretical training, case studies, skill competitions, and practical simulations, to nurture the potential and enhance the skills of its employees. This targeted approach has helped establish a multi-level and comprehensive learning and development culture within BYD, aimed at continuously elevating the Company's competitive edge in talent.

Staff career development

As a company with a strong focus on technological innovation, BYD has established six academic evaluation committees to develop a set of standards for assessing the technical titles of its talents. This system has enabled BYD to identify and recognize numerous individuals capable of driving continuous innovation within the Company. In 2023, BYD achieved remarkable progress in the evaluation of professional titles. The number of talents holding professional titles certified by these six technical committees saw a substantial increase, rising from over 50,000 to more than 80,000, marking a net growth of approximately 30,000. Furthermore, in 2023, over 14,000 technology professionals were granted high-level technical titles through this rigorous evaluation process. Among these, more than 10 individuals were distinguished with expert titles or higher.

In 2023, BYD developed multi-type and multi-level certification standards for skilled workers, aligning with industry's advanced skill levels and enhancing certification criteria for various jobs and grades. This initiative continues to offer frontline employees opportunities for learning and skill development. The range of skilled work includes electricians, welders, fitters, chefs, etc., leading to the certification of over 24,000 high-level skilled workers.

Talent training system

BYD places a high emphasis on employee development and training, aiming to create a comprehensive, multi-channel system for talent training, development, and management that spans management, technology, and skills. In order to effectively nurture its talent, BYD implements specialized training programs that are organized into different groups, stages, and fields.

Empowerment of new employees

In 2023, BYD experienced the largest influx of new employees in its history. In response, the Company has launched a specialized training program known as "Future Star·- 100-Day Transformation" for recent graduates to help them quickly adapt to the new environment and enhance their professional skills. During the year, the Company conducted over 5,000 orientation sessions for newcomers, training a total of more than 30,000 individuals.

Cultivation of management talent

In 2023, BYD rolled out a comprehensive leadership training program that catered to employees at various levels, including grassroots, middle management, and senior executives. This initiative comprised over 2,000 training sessions, engaging a total of more than 20,000 participants. Additionally, BYD adopted a "1+X" operation mode, where the Group provides general training as Part 1 and targeted training sessions by each business unit as Part X. Different training paths and courses are designed based on the type of business to closely align with their business needs. The specialized executive training aims to enhance the capabilities of existing executives and cultivate potential candidates suitable for higher positions within the organization. This initiative not only improves the skill set of the current leadership but also contributes to the ongoing development of a talent echelon and reserve, ensuring a robust pipeline for future leadership needs.



Launch of the 2023 Future Star - 100-day Transformation Training Camp



Leadership training camp



Oath taking by master craftsmen

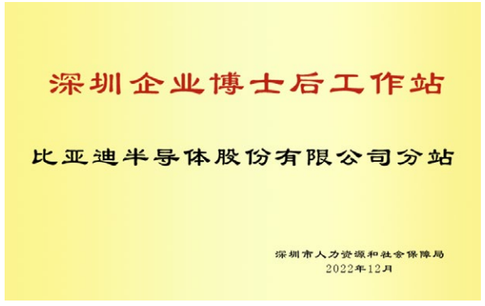
Cultivation of technical and skilled personnel

In 2023, as the market and industry continued to evolve and upgrade, the demand for skilled personnel continued to grow, leading to a widening gap in the availability of such talent. In response, BYD has taken significant steps to cultivate a skilled workforce by establishing a development channel specifically for skilled talents, which includes enhancing the promotion system and setting up a comprehensive evaluation system for professional and skilled talents, as well as creating a rank system and salary structure tailored to skilled workers. Furthermore, BYD has refined its incentive mechanisms to better integrate training, assessment, appointment, and compensation for skilled personnel, aiming to foster a culture that admires skillfulness, values the mastering of skills, and encourages skilled workers to engage in continuous learning and advancement.

BYD addresses the issue of nurturing talents through a mentorship system and solves retention problems by establishing skill pathways, as per which it has ultimately created an internal talent supply chain that progresses from "skill cultivation - internal apprenticeship - independent job placement - skill enhancement." By 2023, BYD has trained 33,000 skilled workers, effectively alleviating the Company and society's shortage of skilled workers.

Training of scientific research personnel

Leveraging its strengths in scientific and technological innovation and its competitive edge across multiple industries, BYD partnered with top universities, academic disciplines, mobile stations, and tutors in China, aiming to cultivate first-class postdoctoral fellows, positioning them as the new driving force and leading talents in the Company's technological innovation efforts. By the end of 2023, BYD's postdoctoral workstation has trained over 700 postdoctoral fellows, bringing the total to more than 900 fellows. Currently, the BYD Group is involved in joint training programs for postdoctoral fellows across 21 primary disciplines, with 90 mobile stations and 300 co-supervisors from 11 higher education institutions. In 2023, 58 postdoctoral fellows chose to remain at BYD to pursue scientific research and technological development. BYD's Doctoral Station has been awarded the honorable titles of "Excellence Award" and "China Outstanding Postdoctoral Fellow" at the 2nd National Postdoctoral Innovation and Entrepreneurship Competition. It also secured two "Excellence Awards" at the 1st Guangdong-Hong Kong-Macao Greater Bay Area Postdoctoral Innovation and Entrepreneurship Competition. Additionally, the BYD Doctoral Station received accolades from the Shenzhen Municipal Bureau of Human Resources and Social Security, being named "Shenzhen Outstanding Postdoctoral Fellow" and "Outstanding Postdoctoral Manager."



Showcase of BYD's digital learning big data



Digital learning platform

In 2023, BYD continuously enhanced its E-learning online learning platform by creating 1,592 new courses, bringing the total to 8,381. The total annual training, encompassing both online and offline formats, reached an impressive 48.81 million class hours, averaging 69 class hours per person, with a 100% on-the-job training coverage rate for employees. Moreover, BYD's investment in talent training and development for the year 2023 exceeded RMB100 million.

Case development and application

To preserve the valuable experience accumulated by BYD since its establishment, in 2023, the Group organized a special event for case development and application, gathering over a hundred outstanding cases covering technology, marketing, operations, and miscellaneous, aiming to achieve the visualization of implicit experiences and the replication of excellent experiences. These exceptional cases were further developed into large-scale case seminars, which were integrated into the training and development programs for various personnel categories within BYD, including management, technical, and skilled workers, aiming to address the practical problems faced by BYD using the methodologies and solutions provided by these practical cases, enabling our employees to be trained with BYD's own experiences. This approach has further solidified BYD's internal talent cultivation capabilities.



Awards for Best 10 Cases Winners

5.4 Remuneration and Incentive System and Providing for Employees

BYD adheres to the Labor Law, local employment regulations, and other pertinent laws, empowering its employees to harness their unique strengths, supporting them in unlocking their personal potential, acknowledging their performance, and offering competitive compensation and benefits commensurate with their contributions, aiming to reward them, boost their motivation, happiness, sense of accomplishment, and sense of belonging within the Company.

Remuneration incentive

Based on legal regulations and competitiveness of its remuneration packages in the market, BYD conducts annual reviews and revisions of its salary system, aiming to establish a differentiated compensation management system based on value contribution to eliminate egalitarianism and ensure that its employees' performance, capabilities, and years of service are differentially recognized and rewarded, so as to safeguard their rights and benefits. BYD continuously improves its salary increment and profit-sharing mechanism based on the Company's performance and the employees' contribution, motivating them to empower the Company's development while achieving personal growth. In 2023, in addition to the Company-level recognition and awards, BYD unlocked and cashed out stocks granted to employees through the stock ownership plan, continually boosting their enthusiasm, dedication, and cohesion, thereby enhancing the Company's overall competitiveness. BYD has established various awards at different levels ranging from the company level to the production unit level, such as the President's Award, Special Merit Award, First-class Merit Award, and Second-class Merit Award at the company level, as well as the Funding Award, Vehicle Model Award, Patent Award, Quality Award, Safety and Environmental Protection Award, etc. In 2023, a total of 338 awards were granted, including 5 President's Awards, 21 Special Merit Awards, 25 First-class Merit Awards, 68 Second-class Merit Awards, 18 Vehicle Model Awards, and 201 Funding Awards. Furthermore, other prestigious awards such as the Group Cultural Promotion Award, Advanced Safety and Environmental Management Award, Gold Emblem Craftsman Award, Patent Deployment Award, Patent Honor Award, Quality Fund Award, Outstanding Employee Award, and Best Employee Award were also granted to individuals who excelled in their respective roles, with the total prize money for these awards exceeding RMB3.3 billion.

Protection of employees' rightful interests

BYD strictly complies with the laws and regulations regarding working hours, holidays, etc. in the countries/regions where it operates, allowing its employees to enjoy a wide range of benefits such as annual leave, maternity leave, and marriage leave. BYD Employees can wishfully arrange their paid leave according to their needs. The number of employees enjoying paid leave is showing an increasing trend year by year. Furthermore, BYD strictly adheres to the relevant provisions for the protection of female staff, providing special care for the pregnant, breastfeeding, and postpartum female workers. In addition to normal prenatal check-up leave, late pregnancy leave, maternity leave, breastfeeding leave, the Company has set up maternity rooms in the offices and factories so that the pregnant employees can take a rest when needed.

Welfare leave categories	2021	2022	2023
Marriage leave	3,026	4,177	9,978
Paternity leave	3,302	5,009	9,242
Maternity leave	2,507	2,665	4,080

Employee benefits

BYD has always been concerned about and committed to continuously solving the basic life difficulties of its employees. By focusing on and improving employees' practical needs in housing, transportation, children's education, medical care, etc., BYD strives continuously to enhance its employees' sense of belonging and happiness. In terms of dining, the Company's restaurants have been upgraded and innovated, with the dining environment being constantly beautified, and various restaurant styles being designed to allow employees to feel "at home" and maintain a pleasant mood while dining. In terms of housing, the Company has constructed employee dormitories at all its production facilities across the country, rented commercial apartments nearby, offered housing subsidies to employees awaiting housing allocation, and facilitated government talent housing applications for eligible employees. This comprehensive approach ensures housing security for all employees. Meanwhile, welfare housing is being constructed in major bases such as Shenzhen, Huizhou, and Wuhu. In terms of transportation, BYD provides multiple daily shuttle buses on various routes for employees. In 2023, the shuttle service covered 21 industrial parks nationwide, transporting over 100 million employees annually, with the number of shuttle routes increased to 165. BYD has also established a Sky Shuttle transportation network. Up to now, the 4 Sky Shuttle lines in operation have accumulated 181,273 trips, transporting over 6 million employees. In terms of healthcare, BYD values the physical well-being of its employees, for which it has established the BYD Medical Fund to provide medical coverage for its employees suffering from illnesses and significantly reduce their medical expenses. As of 2023, over 40,000 employees have benefited from this initiative. Additionally, the Company organizes annual health check-ups for its employees, covering each and every one of them. In terms of education for the children, the Company collaborated with Shenzhen Middle School in establishing Shenzhen BYD School, which offers kindergarten, primary, and middle school education, while actively communicating with schools around its production bases to ensure the children of its employees are satisfactorily enrolled.

Commuting in the campus on a SkyShuttle



BYD Canteen



Rest area for pregnant staff



5.5 Caring for Employees

Democratic administration

BYD Labor Union Federation actively participates in major decision-making involving the vital interests of the BYD workers by establishing a platform for labor dispute mediation. Regulations and major issues concerning the BYD workers' vital interests are deliberated and decided upon by the Workers' Congress. Remarkable efforts have been made to safeguard BYD workers' right to information, participation, and supervision, to seek their opinions and suggestions, and to mobilize them to participate in democratic management within the Company, so as to ensure fairness, justice, openness, and transparency, stimulate their enthusiasm to participate in political affairs, and enhance the level of democratic management within the Company. A Labor Dispute Mediation Committee has been established to deliver functions such as legal knowledge dissemination, communication of opinions and suggestions, and dispute mediation. The Committee is composed of representatives from workers, the Company, and the Union. Through the standardized, orderly, and efficient operation of the Committee, harmonious labor relations have been promoted. In 2023, the Mediation Committee handled a total of 44 labor dispute cases, all of which were resolved through mediation and accepted by both parties, with no arbitration or litigation arising.

The Company has established various channels for its employees to provide feedback, such as HRJD, email, mailbox, telephone, and "HR face-to-face." The "HR face-to-face" mini-program has been launched to open a dedicated feedback channel for employees, covering every employee, which has significantly enhanced the privacy, convenience, and timeliness of the feedback. By the end of 2023, the number of receptions on site and the platform has exceeded 70,000, with over 4,200 cases addressed across the Group.

Maintenance of the Employee Care System

Our employees' mental health is the cornerstone of safe production and sustainable development of the Company. Over the past year, we have deepened our understanding and practice of caring for our employees while remaining committed to creating a healthier and more harmonious work environment for them. In 2023, BYD continued to uphold the concept of "Employees First" and actively promote the well-being of its employees. At the micro level, we strove to optimize the psychological well-being of each individual employee, i.e. promote their psychological health and maintain harmonious interpersonal relationships through means such as mental health education, counseling, and guidance; at the meso level, we strove to optimize the psychological well-being of each individual group, i.e. foster a "Happy Campus" through diverse social and psychological services such as psychological assistance, mental health popularization campaigns, and cultural activities; at the macro level, we collaborated with labor unions, streets, communities, hospitals, and disability associations to enhance psychological support for groups with special needs and special-care populations, helping them relieve psychological burdens. Through actively assuming corporate responsibility in social governance, we are turning our employees into a group of self-respecting, rational, peaceful, friendly, and loving people.



Staff Home

Thanks to the remarkable efforts of the BYD Labor Union, the Staff Home was officially opened in October 2022, which features 7 functional areas, namely the library, chess room, counseling room, gym, dancing room, table tennis room, and billiards room. Owing to the coordinating efforts of the Federation of Trade Unions of Pingshan District, the Pingshan District Library and the BYD Workers' Book House have jointly established a book borrowing station, with the Book House currently housing over 10,000 volumes. By 2023, the Staff Home had served a total of 13,897 staff.

Staff Care EAP

BYD relies on its staff care platform known as Staff Care EAP in delivering care and warmth to its staff under the theme of "Warmth, Sincerity, Professionalism, Support". Centered on our employees, we developed psychological counselling contents in engaging and compassionate language, based on which we released 44 scientific articles, and organized 64 themed activities during the year aimed at promoting awareness of mental health, bring our employees' attention to their own mental well-being, promoting harmonious interpersonal relationships, and enhancing their satisfaction, hereby creating a more secure and comfortable working environment for our employees, and allowing them to thrive under our care.



Psychological counseling corner

Mental health training

In 2023, BYD further expands the depth and breadth of psychological training, actively establishing connections with various social sectors such as streets, unions, communities, and hospitals. Centered around the management philosophy of "putting employees first," BYD regularly invites experts to conduct training seminars covering self-exploration, emotional regulation, workplace psychology, parenting education, psychological popularization, physical health, and life skills enhancement. The overall training satisfaction rate reaches as high as 92%. BYD will continue to focus on employees' opinions and suggestions regarding care and support, providing multi-channel support for employees' professional development and physical and mental well-being. This effort aims to create a harmonious atmosphere to drive high-quality development at BYD and to foster team vitality.


Parenting Education Seminar


Lectures on physical health

Campus of Happiness and employee satisfaction

To continuously improve employee satisfaction and their happiness index, BYD has been vigorously constructing and innovating the BYD Campuses of Happiness, and has invested over RMB100,000 in building diverse leisure and sports facilities for its employees, including but not limited to gyms, basketball courts, badminton courts, tennis courts, billiard rooms, table tennis rooms, chess rooms, dance and yoga studios, reading rooms, children's playgrounds, and elderly activity areas, aiming to satisfy the recreational needs of its employees and their families. Additionally, the Company regularly organizes a variety of employee caring activities in its campuses nationwide, such as the meadow music festivals, social gatherings for empty-nesters, joyful family days, mobile game competitions, photography contests, and sports events, in order to enrich our employees' spiritual lives in various ways, so that they can work happily and live joyfully.


Gyms


Billiard room


Dance & yoga room


Reading room


Badminton court

Staff care series activities


Meadow Music Festival


Basketballers in contest


Footballers in competition


Social party for empty-nesters

5.6 Occupational Health and Safety in Production

BYD earnestly implements the Law of the People's Republic of China on Production Safety, Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Law of the People's Republic of China on Fire Protection, Law of the People's Republic of China on the Safety of Special Equipment, and related laws and regulations. On this basis, the Company has formulated various management systems, including the BYD Fire Protection Safety Management System, BYD Safety Production Liability System, BYD Occupational Health Management Measures, and BYD Special Equipment Safety Management Regulations, to safeguard the occupational health, safety, and related rights of workers, firmly adhering to the implementation of the "safety first, prevention-oriented, comprehensive management" approach and upholding a strong corporate safety development philosophy of "reverence for life and safety in development." In 2023, BYD introduced new documents, including the BYD Management Regulations on Classification and Grading of Potential Safety and Environmental Hazards, BYD Management Regulations on Star Rating of Safe Factory, etc., and updated existing system documents such as the BYD Safety and Environmental Supervision and Inspection Management Measures, BYD Safe Production File Management Measures, and BYD Equipment and Facility Safety Management Requirements.

BYD has established a safety rating fund, under which incentive awards such as Top 10 EHS Leadership, Safety-featured Team, Hazardous Chemical Guardian, Special Elite and Guardian Star have been set up. Meanwhile, the Safe Factory Star Rating System was launched for the first time in 2023, which promotes a positive cycle of internal system audits and enhances the competitiveness of factory safety and environmental management through the establishment of audit standards and the refinement and quantification of star rating assessments. The Company also organises quarterly summing-up meetings to build a platform for sharing summaries, identifying and absorbing effective safety management experiences and approaches, setting up benchmarks for safety production, stimulating the grassroots' enthusiasm for participating in safety culture and creating a competitive culture of "comparing, learning, catching up, helping and surpassing".

During the reporting period, BYD did not seriously violate laws and regulations pertaining to occupational health and safety.

The Company's responsible occupational death number and proportion for occupational death and occupational injury in the past three years:

Year	Number of Occupational Death	Occupational Death Proportion	Number of Lost Days due to Occupational Injury	Lost days due to occupational injury rate (LDR)
2021	0	0	8,182.25	2.10
2022	0	0	7,033.62	1.48
2023	0	0	5,290.00	0.69

Notes:
> 1) Calculation method: occupational death proportion=number of occupational death/annual average number of staff
> Lost days due to occupational injury rate (LDR)=number of lost days due to occupational injury/annual average number of staff*100

Construction of Safety Culture

In 2023, we continued to create a cultural atmosphere that emphasises safety, raised the safety awareness of our staff through a variety of publicity and competition activities, and carried out substantial work to improve our working environment and equipment, so as to enhance the level of intrinsical safety.

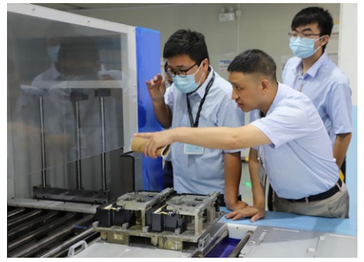
Safe Factory Campaign

Following the national dual prevention mechanism construction standards and based on ISO 45001 and ISO 14001 system provisions, the EHS Committee Office of BYD Group has developed its occupational health, safety, and environmental star rating assessment standards in collaboration with the internal practices of the Company and organized a dedicated audit team to conduct safety and environmental performance assessments of each factory, measuring the maturity level of safety, environmental protection, occupational health, and fire management using quantitative criteria, as well as stimulate continuous improvement of factory systems and establish a solid foundation for safety and environmental management with three-star standards, four-star improvement, and five-star benchmarks.



100-Day No Accident Campaign

In 2023, with the theme of "Safety Four Responsibilities," "Everyone Talks Safety, Knows Emergency Response," and "Prevention First, Life First," the Group launched the "100-day No Accident Factory Campaign" throughout the organization, mobilizing staff as "Employees as Safety Advocates for Their Positions" and promoting "Everyone Reports Hazards on The Spot," in order to create an atmosphere of safety and environmental management with full emphasis on and participation of all staff. The Company was committed to protecting employees' health and also encouraged employees' family members to participate in safety activities such as "Family Safety Wall" and "Safety Advice for Family Members." Additionally, the Company produced safety propaganda videos on topics including traffic safety, electricity, fire prevention, chemicals, and self-rescue knowledge, aiming to expand the reach of safety awareness and work together to build a secure firewall for both work and life.



Fire-fighting Month

In November 2023, BYD organized a series of "Education" live training sessions with the theme of "Prevention First, Life First" to implement General Manager Wang's fire safety instructions of " everyone should be able to evacuate and respond to emergencies in the blind drill as the only standard for evaluating emergency preparedness" and conducted a series of activities with the theme of "Blind" drill, "Facilities Protection War", "Key Special Operations", "Fire Heroes Cup", enhanced the professional ability of the Group's firefighting team and enabled everyone to raise their firefighting awareness and be alert to firefighting safety, so that they can truly "Keep Safety in Mind and Firefighting in Action".



06

GREEN DEVELOPMENT



6.1 Green Operation

BYD has strictly abided by Law of the People's Republic of China on Environmental Protection, Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, Law of the People's Republic of China on Prevention and Control of Water Pollution, Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes, Law of the People's Republic of China on Prevention and Control of Pollution From Environmental Noise, Law of the People's Republic of China on Soil Pollution Prevention and Control, Law of the People's Republic of China on Environmental Impact Assessment and relevant laws and regulations in its daily production and operation. In 2023, we continuously reported and investigated into accidents, held those responsible for accidents accountable, and prevented and rectified further accidents in accordance with the BYD Company Environmental Accident Investigation and Responsibility Handling Measures.

As an active advocate for environmental protection, BYD strives to minimize its own direct impact on the environment while helping the community reduce energy consumption by producing eco-friendly products. BYD regularly reviews its greenhouse gas emission data and engages third-party agencies to conduct carbon emission verification while continuously improving its own greenhouse gas management performance. By strengthening energy management, encouraging energy-saving renovation and reducing pollution emissions, BYD has been making persistent efforts to reduce its fossil energy consumption and CO2 emissions.

reenhouse Gas Emissions in 2023:

Category	Unit	2021	2022	2023
Scope I- greenhouse gas emission (CO2 equivalent)	Ton	315,610	550,932	931,915.86
Scope II- greenhouse gas emission (CO2 equivalent)	Ton	4,903,502	7,511,038	11,409,538.71
Total greenhouse gas emission (CO2 equivalent)	Ton	5,219,112	8,061,970	12,341,454.57
Greenhouse gas emission intensity	Ton/RMB10,000 revenue	0.24147	0.19011	0.20490

Notes:
> Scope I represents fixed combustion source emission; Scope II represents indirect emission, And this report only discloses carbon dioxide emissions.
> It is calculated in accordance with the provisions of Guidance for Verification of the Organization's Greenhouse Gas Emissions of Shenzhen.
> Formula: E = Q x EF (E: carbon dioxide emission; Q: electricity purchased/natural gas consumption/gasoline consumption/diesel consumption; EF: emission coefficient)

Management of Energy

Energy consumption constitutes BYD's main source of emissions in its operations. In order to reduce emissions and mitigate its impact on the environment, the Company has formulated the Energy Conservation and Consumption Reduction Management Procedures of BYD, aiming to impose energy management, energy saving and emission reduction responsibilities within the Group, and facilitate the establishment of ISO 50001 Energy Management System Certification. BYD has established a full set of standards and regulations, together with a complete and effective documented energy management system, while unremittingly monitoring and optimizing the implementation thereof. By the end of 2023, all the major legal entities within the Group have completed their energy-saving targets, with the energy consumption intensity of vehicle business group and battery business group decreasing by 40% as compared with 2022, and their comprehensive energy consumption per unit of output value showing a declining trend

During the Reporting Period, BYD launched 93 energy-saving projects in terms of production technology and process management such as ice water chiller retrofit project, energy and carbon management platform construction project and dehumidifier energy-saving retrofit project, which helped us save a total of 17,160 tons of standard coal and reduce CO_2 emission by 132,490.83 tons.



Management of Water Resources

With great importance attached to the protection of water resources, BYD has formulated the Management Regulations on Water Conservation. Additionally, we have developed a water-saving plan on a yearly basis under the principles of "water conservation, control of total consumption, planning on use of water, comprehensive utilization and focusing on efficiency", and continuously strengthen our water management efforts. We determine the quota on water consumption for each unit based on their actual water consumption, and closely supervise their performance. Besides, we have optimized our water consumption structure to improve the way we use water and minimize waste.

- Reduction: water consumption is reduced in line with the water-saving plan. We maintain our water supply network, water facilities, equipment and appliances regularly to minimize the chances of leakage.
- Recycling: we recycle and reuse cooling water and condensate water. We installed backflow valves for overflowing water in the cleaning lines as well as reduced the number of overflow outlets to recycle cleaning water, so as to improve the efficiency of our use of water.
- Reusing: we have established a reclaimed water reuse system to treat the domestic wastewater and industrial wastewater up to the standards and reuse the same in the staff dormitory washroom, plant watering, and road cleaning, etc.

Management of Waste Water, Waste Gas and Solid Waste

BYD complies strictly with the applicable laws and regulations such as the Law of the People's Republic of China on Environmental Protection, Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, Law of the People's Republic of China on Prevention and Control of Water Pollution and Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes, as well as the guiding policies such as the Comprehensive Management Program for Volatile Organic Compounds in Key Industries by establishing and uncompromisingly implementing the ISO14001 environmental management system, and formulating its own environmental management procedures, such as the Solid Waste Management Procedures of BYD and the Waste Water, Waste Gas and Noise Emission Monitoring and Control Procedures of BYD, so as to exercise tight control over the emission of various types of wastes, with the aim of effectively reducing pollution through restriction at the source and treatment at the end of the process. The Company has been increasing its investment in environmental protection in recent years, with environmental protection investment of over RMB1.2 billion in 2023. During the Reporting Period, BYD complied completely with the emission standards for wastewater, waste gas and noise.

Management of Solid Waste

Waste management has always been a major concern of BYD. In order to manage various types of wastes and clarify the responsibilities of the relevant departments, we have formulated a full set of strict regulations. BYD advocates disposal of solid waste by category, with the toxic or harmful substances handled by accredited external agencies, and

domestic garbage and non-harmful industrial waste disposed of by external environmental sanitation departments; most of the recyclable waste is reused, with a portion of it recycled and handled by professional units. The Company actively resorts to process innovation and substitution of raw and auxiliary materials to reduce the production of toxic and hazardous waste, for example, it designs and replaces its product packages to increase the recycling rate, and adds lining to the packaging barrels of raw and auxiliary materials using coatings and sealants to avoid contact with pollutants and reduce the amount of waste packaging barrels.

Management of Wastewater and Waste Gas

BYD is committed to strict compliance with national, local, and industry-related environmental protection laws and regulations. The Company endeavors to establish a sound environmental protection management system, improve environmental protection management rules and regulations, and develop contingency plans for handling unforeseen environmental pollution incidents. Regular equipment maintenance and personnel training are conducted, and increased emphasis is placed on monitoring and controlling pollutant emissions from production. In 2023, the various types of industrial wastewater generated by the production lines are collected and subjected to quality-based treatment according to a classified disposal plan, and then discharged into the wastewater treatment system within the industrial park. Domestic wastewater is treated through the septic tanks inside the park. All wastewater and sewage are discharged in accordance with standards that ensure "proper separation of clean water and rainwater from wastewater" within the park. As for industrial exhaust gases, different types of exhaust gas treatment facilities are applied based on the specific production processes and the predominant components of the exhaust gases to ensure the efficient collection and treatment of exhaust gases to meet the emission requirements set by national, local and industry regulations. In the future, BYD will comprehensively upgrade its existing emission collection and treatment procedures in a wider range of its production areas.

Management of Noise

In order to live in harmony with the surrounding communities, the Company has taken a series of measures to technically optimize its ancillary facilities, environmental protection facilities, air compressor stations, cooling towers and other equipment around the plants, and taken sound insulation, noise reduction, sound absorption, vibration damping and other measures to reduce the noise emissions of the production equipment.

Recycling of Batteries

BYD has built a complete end-to-end industrial chain within its own ecosystem, which includes "battery production - vehicle manufacturing - battery recycling - screening and evaluation - recycling".

In terms of recycling channels, BYD's 4S stores, combined with industrial parks that serve as distribution centers in provinces and cities across the country, form a recycling network for retired batteries.

In terms of evaluation and screening, BYD's recycling factories dismantle and assess retired batteries, selecting appropriate methods for comprehensive utilization of the batteries. By virtue of the core technology brought by the closed-loop value chain, the recycling factories have achieved efficient and refined dismantling and recycling.

In terms of dismantling and recycling, BYD's recycling factories have mastered the technology for recycling cathode materials and have reached cooperation with whitelist enterprises in the field of recycling.

Currently, BYD has set up recycling factories in Shanghai and Guangdong, with a total annual production capacity of 1.3GWh.

6.2Response to Climate Change

BYD actively addresses the challenge of climate change, and in 2021, in response to national policies, customer requirements and corporate social responsibility, established the BYD Carbon Emission Control Committee, which is responsible for the day-to-day management of the Company's carbon emissions and coordinated planning work. The Carbon Emission Control Committee is chaired by the President of the Company and comprises the Low Carbon Policy Research Group, the Energy Saving and Emission Reduction Promotion Group, and the Carbon Neutral Certification Group, with members from all functions and production divisions of the Company; and has formulated a series of regulations such as the Carbon Emission Management of BYD, Regulations on Quantified Management of Carbon Emission of BYD and Regulations on Product Carbon Footprint Management of BYD to improve its carbon emission control expertise , with the aim of achieving carbon neutrality within the Company.

Climate change not only damages the natural environment but also poses challenges to the sustainable development of enterprises. BYD recognizes the importance of identifying climate change risks to its sustainable development and has actively responded to the recommendation framework of the Working Group on Climate-related Financial Disclosure (TCFD).

Risk Identification and Response

Risk type	Risk	Risk description	Response measures
Transition Risk	Legal and policy risk	The government is increasing its oversight and regulation of carbon emissions verification, which may result in enterprises facing stricter supervision and management	Increase investment in research and development of energy-saving and emission reduction technologies to minimize the impact on the environment
	Technical risk	Facing further R&D and investment in low carbon technologies	Increase investment in R&D and use of decarbonized technologies
	Market risk	The scarcity of non-renewable resources and energy will impact the cost and price of products	Establish procurement strategies to proactively assess the costs associated with climate change and taking preventive measures.
Physical Risk	Acute risk	Extreme weather conditions (e.g. typhoons, floods, etc.) may affect the Company's production	Introduce contingency plans for extreme weather to minimize the impact on Company operations
	Chronic risk	Chronic risks such as persistent high temperatures may affect the Company's production	Prepare for high temperature weather and equip with equipment and medicines to prevent heatstroke and sunstroke

Response Actions

Promote a Comprehensive Paperless Approach

In September 2023, the Company issued a group-wide notification to promote a comprehensive paperless office approach, while developing an online management process to greatly reduce the consumption of paper resources in

the Company, and at the same time, advocating a paperless office to its employees, so as to join hands with them to support the sustainable development of the Company.

Enhance Staff Training

In 2023, BYD organized five targeted training sessions on carbon emissions at its headquarters. Leveraging a combination of online and offline training methodologies, over 200,000 employees underwent training, providing technical support for driving carbon emissions initiatives.

Keep Purchasing Green Electricity

In 2023, BYD voluntarily purchased Green Electricity Certificates (GECs) and actively participated in the GEC trading market. 229,643 GECs were purchased by the Group in 2023, resulting in a reduction of 200,226 tons of CO_2 emissions. Going forward, the procurement volume will be further expanded.

Promote Intelligent Construction

BYD has developed an energy and carbon management platform that enables the collection of data at the workshop, production line, and equipment levels. This facilitates detailed management of energy consumption in factories and real-time conversion of energy consumption data into carbon emissions. The source of the data is authoritative and traceable, ensuring that the measurement results are true and credible. By adopting this approach, BYD aims to achieve precise energy management, explore energy-saving potential within the factory, enhance energy consumption awareness across each unit, and foster an energy-saving culture.

Green Achievements

The 28th United Nations Climate Change Conference (COP28) was held from 30 November to 12 December 2023 in Dubai, United Arab Emirates. With the theme of " Unity, Action, Implementation", COP28 was the largest United Nations Climate Change Conference to date, aiming to facilitate international cooperation and collective efforts in addressing the challenges of climate change. In 2022, BYD became the first automobile company in the world to suspend the production of fuel-engine vehicles, leading the green transformation of the industry. At the same time, BYD has fully leveraged its unique strengths in the new energy sector to construct the first "Zero Carbon Park" for a Chinese automotive brand at its global headquarters in Shenzhen, making full use of green solutions such as photovoltaic, energy storage, new energy vehicles and “SkyShuttle”, resulting in a total emission reduction of 245,000 tons of CO_2 equivalents. BYD's “Zero Carbon Park”, “SkyRail” and “SkyShuttle” were awarded as Top 10 Green and Low Carbon Cases in Shenzhen at the COP28 Shenzhen Session-China Pavilion on 5 December.



6.3 Green Products and Technical Innovation

Committed to solving social problems and driven by technological innovation, BYD has been eagerly promoting the sustainable development of human society with technological innovation. Back in 2008, BYD proposed its green vision of utilizing solar energy, energy storage station and electric vehicle to establish an eco-friendly layout of the whole industry chain from energy absorption, storage to application. BYD has established a complete new energy ecological circle, which can provide safe and reliable one-stop solutions and services, such as tackling air pollution with electric vehicles, and mitigating traffic congestion with “SkyRail” and “SkyShuttle”, and provide comprehensive three-dimensional green transportation solutions for cities around the world.

Technical innovation is like BYD's gene. To date, BYD has established 10 technical research institutes covering materials research, electronics, batteries, automobiles, new energy, rail transportation, and semiconductors to fully support the synergistic development of the Group's four principal industrial segments.

BYD Energy Storage Products

BYD started its energy storage business in 2008, making it one of the earliest pioneers of electrochemical energy storage in the industry. Focusing on green power development and research in electrochemical energy storage technologies, BYD's energy storage business offers a comprehensive range of energy storage products that encompass power, grid and user applications. It has provided hundreds of energy storage solutions for customers worldwide and dedicates itself to providing customers with full-scene, full-value, full-ecological solutions, so as to promote global energy low-carbon transformation and work together to move towards a clean and sustainable future!

In September 2023, BYD was awarded the "Top 10 Innovation Model of Energy Storage Application" by the China Energy Storage Alliance (CNESA).

In September 2023, BYD was awarded "2023 Top 10 China New Energy Storage System Integrator Innovation"from the China International New Energy Storage Technology and Engineering Conference and Exhibition.

In November 2023, BYD was honored with three awards, namely "2023 Top 10 Energy Storage Battery Brands", "2023 Energy Storage Industry Leader Enterprise Award" and "2023 Top 10 Global Suppliers of Energy Storage" by the in-en.com and the National Energy Research Institute .

In November 2023, BYD was honored with two awards, namely "SNEC Leading Enterprise in Energy Storage Industry" and the "SNEC Technology Excellence Award" by the organising committee of the 8th (2023) International Energy Storage Technology, Equipment and Application Exhibition of SNEC (Shanghai) .



Innovative Technology-BYD Cube Energy Storage System

After 16 years of technological accumulation in the energy storage industry, BYD launched the world's first energy storage system equipped with blade batteries, the BYD Cube, in 2023, which perfectly inherits the performance advantages of blade batteries, featuring superior safety, high energy efficiency, and ultra-long life.

BYD Cube has successfully passed 335 extreme tests, including fire, earthquake, rolling, and water immersion, and has obtained the UL9540A international certification. It can effectively solve the pain points of safety, cost, lifespan, and efficiency faced by the current industry. It satisfies the whole-field scenario of power, grid, and user applications, and is suitable for various application environments such as deserts, hills, beaches, severe cold, and high altitude, ensuring comprehensive coverage and adaptability to various conditions.

BYD Cube is specially designed for energy storage, and it can maintain the stability of the power grid, improve the quality of electricity, and balance the production and consumption of electricity, with high-voltage cascade and grid-forming technologies structurally changing the form of energy storage and grid integration, and black-start technology comprehensively safeguarding the safety of the power system.

Solar Products

BYD Solar Power was established in 2008, and after years of arduous work in this field, it now has a full coverage of the industrial chain including silicon wafer processing, battery cell and PV module manufacturing, and PV systems, focusing on providing PV products with better quality and better PV system solutions for its customers around the world. By now, BYD Solar Power has established a strong presence in China, the United States, Japan, the United Kingdom, Brazil, India, Australia and such countries. In addition, BYD Solar Power has risen to the 8th place in the world in terms of financeable value in PV modules and has been listed among the Tier 1 global PV module manufacturers by Bloomberg for many years.

For a long time, BYD Solar Power has been committed to shaping people's lifestyle with clean energy, aiming to achieve sustainable energy development. With a strong R&D team, a perfect technical innovation system, and high-quality products and services, BYD Solar Power relies on its all-in-one solution to ensures balanced power supply, continuous and stable output of clean power, and profit growth, which is suitable for applications such as residential distributed photovoltaic, industrial and commercial distributed photovoltaic, large-scale terrestrial power stations, mutual supplementation between agriculture and solar energy, and mutual supplementation between fishery and solar energy. BYD Solar Power is committed to building a clean and efficient energy system through technological innovation and practical actions, and strives to realize the harmonious coexistence between human beings and nature.





In 2023, BYD Solar Power won the "SNEC Top Ten Highlights Selection Glory Award", the "SNEC Top Ten Highlights Selection MW Emerald Award", the "SNEC Top Ten Highlights Selection Glory Award", the "Global PV Outstanding Brands of the Year", the "2023 Influential PV Module Brand", the "Influential Enterprises of Featured PV Application Project Cases for 2023", the "2023 Most Influential PV Module Enterprises", the "2023 Most Influential Solar Battery Enterprises", the "2023 Most Influential Distributed PV Enterprises" and other awards, in recognition of its good reputation and strong technical strength.





Innovation Technology - AURO N High Efficiency PV Modules

In 2023, BYD Solar Power followed the development trend of the PV industry and launched the long-polished AURO N high-efficiency modules. Using advanced N-type TOPCon cell technology, the modules have the dual advantages of both high power and high efficiency, with a module efficiency of up to 22.45% and a power output of up to 580W, bringing customers more power generation over the entire life cycle. The modules are stacked with advanced technologies such as SMBB technology, half-chip technology and double-sided power generation technology, bringing higher power output compared to mainstream products. At the same time, AURO N modules have excellent low-temperature coefficient, low-light power generation performance, and a wider range of PV module applications, further broadening the PV application scenarios, and can be applied to deserts, Gobi, deserts and other complex environments.



New Energy Vehicles

New energy vehicle is a key component of BYD's diversified industries that forms a close loop ranging from energy extraction, energy storage to energy usage, as well as a solution to tackle pollution for our community. At present, BYD's new energy vehicles have covered seven conventional categories such as private cars, taxis, urban buses, road passenger vehicles, urban commodity logistics, urban construction logistics, and sanitation vehicles, and four special fields such as special vehicles for warehousing, ports, airports, and mines, covering the whole market.

Passenger Vehicles

In 2023, BYD sold 30,129,06 units of new energy passenger vehicles, winning the top-sales title among all the enterprises and brands in the Chinese automotive market, as well as consecutively ranking No. 1 in terms of annual sales of new energy vehicles in the world, making BYD a true "Champion in China and the World ". By the end of 2023, BYD's cumulative sales of new energy passenger vehicles exceeded 6.3 million units.

In 2023, BYD recorded exciting sales results for its various brands: the Dynasty and Ocean series of BYD Auto in aggregate sold 2,877,353 units of new energy vehicles, representing a year-on-year increase of 55.3%, of which the Qin series sold over 480,000 units in the year, representing a Chinese brand first winning the sales champion of coupes over the past 13 years and strengthening the Chinese brands' right to speak in the A-coupe market; the Song PLUS series sold over 420,000 units in the year and once again won the double champion in the sales of A-class SUVs and plug-in hybrid electric vehicles. DENZA sold 127,840 units in the year, and DENZA D9 won the annual top sales title of MPVs in the whole automotive market; Yangwang officially started deliveries in November 2023, and the sales of U8 exceeded 1,500 units in December 2023, ranking among the first echelon of the global million-grade high-end new energy vehicles; Equation Seal also started deliveries in November 2023, and the sales of Seal 5 exceeded 5,000 units in December 2023, topping the sales of new energy hardcore SUVs.

BYD accelerated its penetration into overseas markets, and achieved remarkable results in its globalisation strategy. In 2023, BYD's new energy passenger vehicles successfully entered into 59 countries and regions around the world, exporting a total of 242,000 units in the year, representing a year-on-year increase of 337%, and became the Chinese brand with the largest export volume of new energy passenger vehicles.

From being the top seller of new energy vehicles in China to the top seller in China's automotive market, and to the top seller of new energy vehicles in the world, BYD has promoted the green transformation of the global automotive industry with its own development, helping to "cool down the earth by 1℃ ".



Commercial Vehicles

With its commercial vehicle business commencing in 2008, BYD is committed to revitalizing China's automobile industry, and leading the global industry transformation of new energy commercial vehicles. By now, BYD's commercial vehicle business has established a complete industrial chain covering product planning, research and development, manufacturing, sales and service for new energy commercial vehicles, with a product line consisting of a full range of pure electric buses growing from 6 meters to 27 meters in length, and new energy trucks with a load capacity from 2.5 tons to 31 tons, covering urban public transportation, road passenger transportation, urban logistics, sanitation, ports, airports, mines and such other fields. More than 85,000 pure electric commercial vehicles have been delivered globally, with a total operating mileage of over 5.5 billion kilometers.

With its strategy of "electrification for public transportation" leading a global wave, BYD's Commercial Vehicles continue to cultivate the domestic and overseas markets relying on its superior products and rich market experience, and with the brand appeal and influence of its new energy buses and trucks, BYD is accelerating its internationalization strategy and light up more cities with ecological civilization around the world. Today, BYD's new energy vehicles, represented by its new energy buses, have been in service in more than 400 cities of more than 70 countries and regions around the world, and have delivered more than 105,000 pure electric commercial vehicles worldwide with a total mileage of more than 16 billion kilometers.



Innovation Technology–DiSus

DiSus is the industry's first new-energy exclusive intelligent body control system independently researched and developed by BYD. It breaks through the triple problems of R&D, intelligent manufacturing and validation of the body control technology, and builds a systematic solution for the vertical direction control technology, which brings subversive enhancement to driving experience. The system consists of "DiSus smart exploration", " DiSus pre-sighting" and " DiSus smart computing", and is centred on "intelligence, protection, stability and full coverage", creating the ultimate driving enjoyment in high intelligence, safety protection, stable driving and full coverage of luxury vehicles for users.

“Intelligence” - Intelligent Sensing Decision Making

The "DiSus smart exploration" can realise the integrated all-round perception in the five dimensions of driving behavior, vehicle body, road surface, cloud data and system through more than 50 sensors in a vehicle. The " DiSus pre-sighting" is equipped with road feature recognition, all-terrain recognition, obstacle measurement and other functions through the binocular stereo imaging technology, LIDAR and other ADAS shared sensing components, achieving a detection distance of 5-150 metres, a measurable accuracy of ±3mm and a feature recognition rate of more than 99%.

DiSus intelligent computing centre, as the super brain of DiSus, adopts BYD OS, an independent operating system of BYD, as the software base, and the cloud algorithm, which boasts of the best control strategy, is equipped with multi-core high-performance hardware processing capability to achieve intelligent decision-making and control.

“Protection” - Safety in Upgrading and Maintenance of DiSus

DiSus can effectively ensure that the vehicle posture is stable in high-speed cornering, full-throttle acceleration, emergency braking, off-road and other scenarios, greatly reducing the risk of vehicle rollover and the displacement of a driver and passengers, so as to ensure the safety of a driver and passengers.

The upgrading and maintenance of both software and hardware is a guarantee for safety. The software of DiSus meets the requirements of ASPICE certification, with its functional safety reaching the highest level of ASIL D. It adopts redundancy design and functional protection mechanism, which can provide reliable protection for the operation of high intensity and extreme environment (high temperature, high cold, high humidity, high corrosion, etc.); and the hardware of DiSus realises the triple quality control in components, systems and the whole vehicle. It has completed 3000+ tests for components and 2000+ tests for system integration, and 30+ months for the endurance verification of real vehicles, covering the temperature zone from -40℃ to 85℃ , and completing 10 million kilometres of verification.

“Stability” - Transverse-Longitudinal-Vertical Fusion Control

The sensors are used to accurately measure the attitude change of a vehicle in three directions and six degrees of freedom. DiSus uses the cloud algorithm to realise the vehicle transverse-longitudinal-vertical fusion control, which can effectively inhibit the pitching and tilting of vehicles, improve the vibration filtration performance, shorten the braking time, and improve the handling limit.

“Full Coverage” - All Terrain, All Scenarios

DiSus has launched a full range of gas/liquid/electric control technologies, which can be applied to sedans, trucks, SUVs, ORVs and other vehicle models, and can effectively meet the driving needs in all scenarios such as individual use, business, sports, leisure and off-road driving, and can easily conquer all terrain conditions such as deserts, snowfield,

mud, forests, and water areas, etc., so as to fully satisfy users' needs.

The product matrix of DiSus includes the intelligent damping body control system of DiSus-C, the intelligent air body control system of DiSus-A, the intelligent hydraulic body control system of DiSus-P, and the intelligent all-active body control system of DiSus-X.

Installations: DiSus-C has currently been installed in the new energy vehicles under Song Plus, Tang, Song L and other brands in BYD's Dynasty series, under Seal, Frigate 07 and other brands in the Ocean series, and under DENZA D9, DENZA N8 and other brands. Currently, DiSus-A has first been installed in DENZA N7. DiSus-P has currently been installed in Yangwang U8, as well as in the DiSus flagship version of Seal 5 in the Equation Seal series; and DiSus-X will be installed in Yangwang U9.



Innovation Technology – The DMO Super Hybrid Off-road Platform

The DMO super hybrid off-road platform pioneers the in-depth integration of electricity and non-load-bearing architecture, solving the industrial difficulty that off-road reliability, driving comfort and fuel economy cannot be balanced, and working out a brand-new path of professional and personalised off-road vehicles and opening up a brand-new era of new-energy off-road vehicles.

The DMO super hybrid off-road platform is first equipped with a brand-new hybrid non-load-bearing architecture, pioneering the CTC technology that combines batteries and "big vehicle frame", establishing strong off-road reliability and realising the ultimate spatial design; the off-road hybrid architecture, which is mainly based on electric power, provides vehicles with strong off-road performance; the intelligent hydraulic body control system of DiSus-P improves the off-road passability and makes up for the shortcoming of driving comfort in all scenarios, injecting a new soul into the off-road architecture.

With the brand-new hybrid non-load-bearing architecture, the upper vehicle body focuses on multi-dimensional safety protection, wide cabin space and smooth driving experience to create a highly luxurious cabin; the lower vehicle body consists of a robust beam frame, strong intelligent chassis, and swift power system to lay a high-powered off-road foundation. The highly luxurious cabin and high-powered chassis each play their own roles, enhancing off-road performance and driving experience to the greatest extent. The brand-new hybrid non-load-bearing architecture takes users' diversified needs as a core driver, and deeply integrates over 100 functions into a vehicle, integrates the off-road exclusive double-layer blade batteries in the large vehicle frame, and first innovate the exclusive CTC battery chassis integration technology for new energy off-road vehicles, which breaks the separation between batteries and chassis, and realises structural integration and space maximisation. With the support of CTC technology, the utilisation rate of chassis space is increased by 49.7%, and torsional stiffness is increased by 38%, fully releasing the space inside a vehicle and comprehensively improving chassis performance, truly realising integration maximization and experience enhancement.

The off-road exclusive hybrid architecture, the first of its kind in the industry, is supported by the longitudinal EHS electric hybrid system, longitudinal motors, off-road exclusive rear drive assembly and other hardcore technologies, which solves the problem that off-road vehicles can't have all of power, economy, quietness and smoothness, turning the whole vehicle into a high-level off-road big toy and a good tool for urban travelling.

The intelligent hydraulic body control system of DiSus-P provides vehicles with a maximum of 200mm of ultra-high adjustable travel, 1.5m of ultra-safe fall protection, up to 1,000mm of wading depth, and 150m of pre-sighting recognition distance, which gives vehicles a high-level performance experience.



The DMO super hybrid off-road platform is backed by three kingpin technologies, realising free riding on all terrains from snow to Gobi, from desert to rainforest, and from mountains to rivers.

Applications: The DMO super hybrid off-road platform has first been installed in Seal 5 in the Equation Seal series.

Innovation Technology - "God's Eye" Advanced



Intelligent Drive Assistance System

Taking "safety" as the core concept and relying on BYD's excellent electrical and electronic architecture and comprehensive independent research and development capabilities, it has created a complete set of system-level solutions for intelligent Drive. The solution is equipped with the world's first central computing platform designed, developed and produced by automotive manufacturers, and uses BYD's self-developed algorithms to achieve comprehensive independent mastery of core technologies in the field of intelligent Drive.

Through in-depth insight into users' actual use scenarios, it provides intelligent Drive functions covering a wide range of scenarios, such as parking assistance and auto-parking, so that the entire intelligent Drive system can identify timely, respond quickly and control accurately before danger occurs. A number of our self-innovated functions have enhanced the ability of "God's Eye" to an industry-leading level, including the world's first E4 platform, narrow road passing function, and industry-leading cut-off road parking. With the continuous maturity and popularisation of technologies, it will bring users a safer and more comfortable Drive experience in more scenarios.

Applications: Yangwang U8, DENZA N7, BYD Han (Glory Edition)

Innovation Technology – The E4 Technology Platform

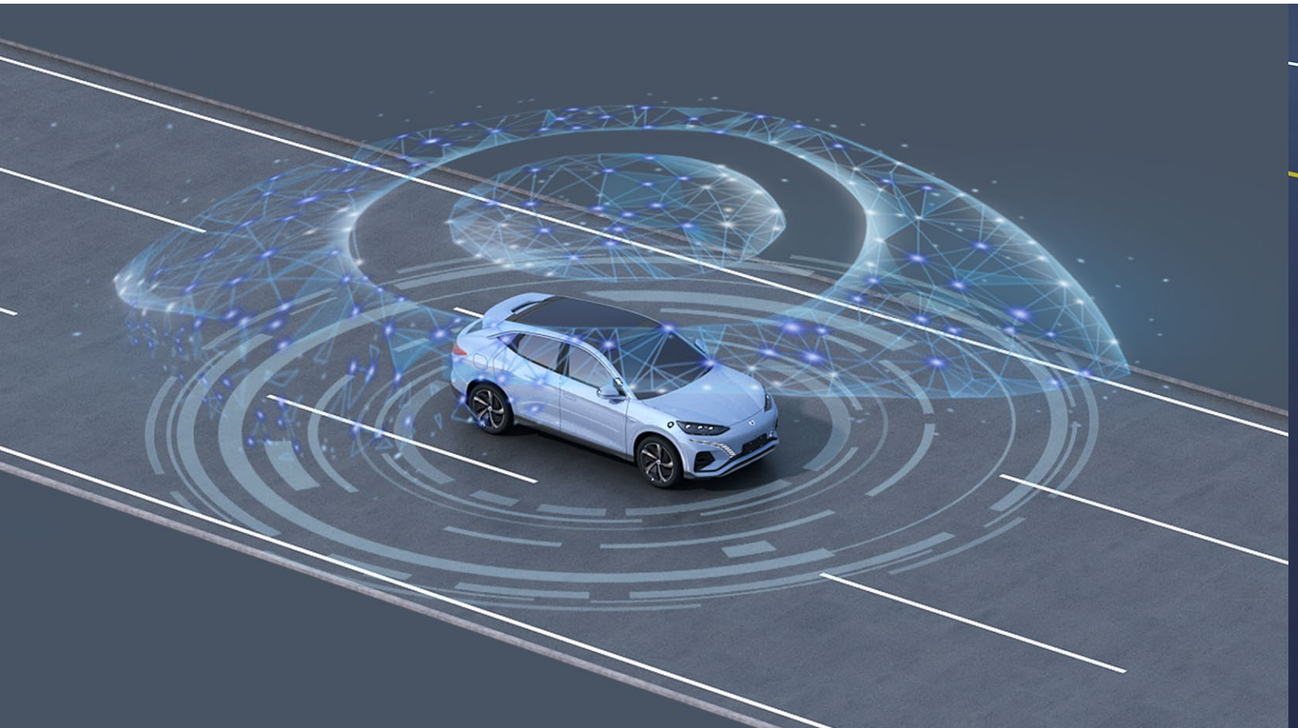
As China's first mass-produced four-motor independent drive technology platform, the E4 technology platform not only comprehensively improves the handling and safety of a vehicle, but also provides its users with ultimate safety, ultimate performance and ultimate experience. This innovation technology has injected new vitality into the Group's brands, helping to move towards the high-end market and strategically empowering the Company's high-end line of products.

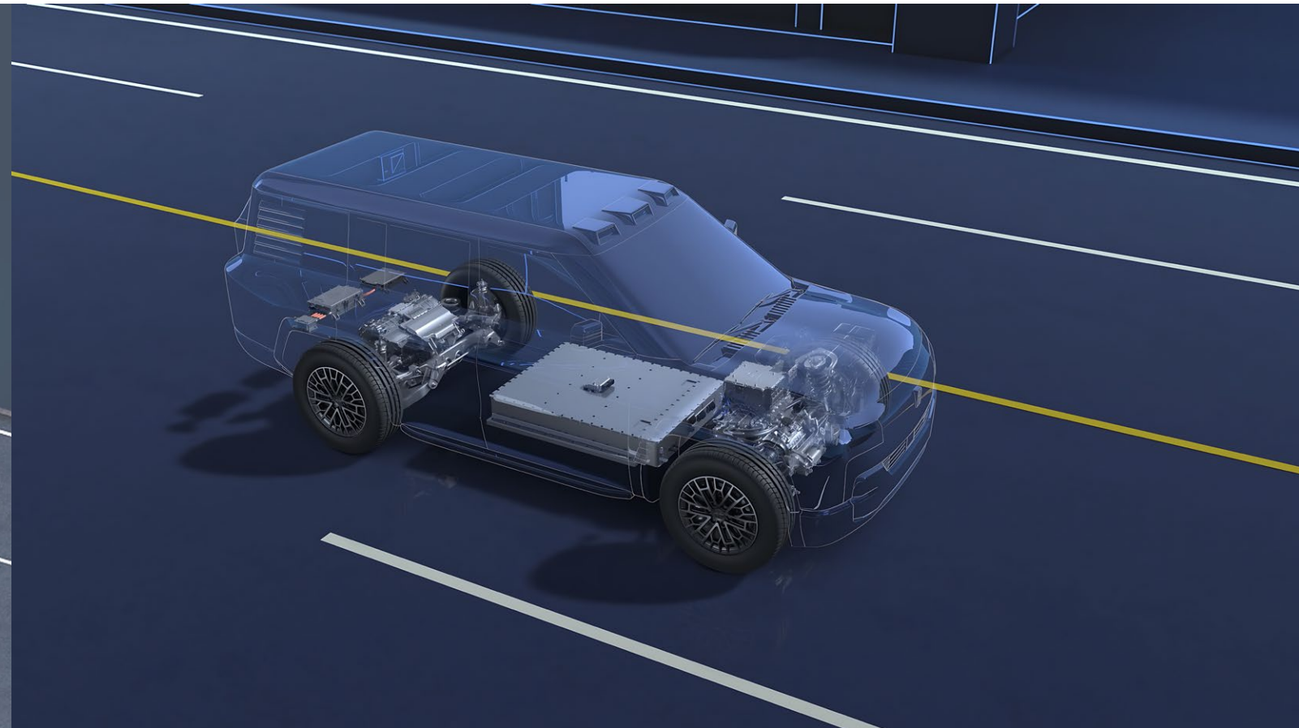
The platform's self-innovated four-motor independent drive architecture has developed a highly integrated, high-performance dual motor electric drive assembly. The maximum speed of motors is up to 20,500rpm, the peak power reaches 240kW, the peak torque is 420N · m, and the maximum efficiency reaches an amazing 97.7%. In addition, the new-generation SiC electronic control technology, with a maximum efficiency of 99.5%, has reached the international leading level.

Through the advanced distributed drive control method, the E4 technology platform realises the stable control of body attitude under various complex working conditions. It has developed special functions such as turning around in situ, agile steering, emergency flotation, four-motor torque vector control, four-motor drive anti-skid control, flat tyre stabilisation control, and automatic road surface recognition, bringing unprecedented safety and driving pleasure to its users.

The E4 technology has completely achieved 100% independent research and development, making the Company the first vehicle enterprise in China to successfully mass produce the vehicles adopting the four-motor independent drive technology. The technology has been applied in all models of Yangwang brand.

Applications: Yangwang U8, Yangwang U9





Rail Transport

SkyRail and SkyShuttle are BYD's solutions to traffic congestion in the society by giving full play to its advantages in integrated innovation, belonging to an important part of BYD's "7 + 4 + 2" strategy. In recent years, with the continuous acceleration of the urbanization process, traffic congestion has been an increasingly serious problem. To solve this problem, coordinated development of the large, medium, small transportation capacity is essential, i.e. constructing a three-dimensional urban transport system which can ease the burden of traffic on the ground by utilising space over the ground. BYD's SkyRail and SkyShuttle perfectly fill the gap of China's rail transport technology and industry, provide solutions for solving urban traffic congestion and open transport microcirculation, and contribute the "Chinese wisdom" to solving traffic congestion around the world.

Relying on BYD's superior R&D strength and DNA of innovation, it has spent five years developing the mid-capacity straddling monorail "SkyRail" and seven years developing the new small-capacity rail transport "SkyShuttle". For both "SkyRail" and "SkyShuttle", the Company has completely independent intellectual property rights and possesses core technologies along the whole industry chain. "SkyRail" and "SkyShuttle" have been continuously upgraded towards eco-friendliness and low-carbon, intelligent operation, efficiency and energy conservation, with a series of innovation technologies introduced such as smart trains, smart energy, smart operation and maintenance, smart passenger service and fully automatic operation, creating innovative management models featuring full life-cycle cost-effectiveness and reduced manned operation and unmanned operation, providing passengers with a safer, greener, more intelligent and efficient travel experience, and supporting the high quality development of urban transportation.

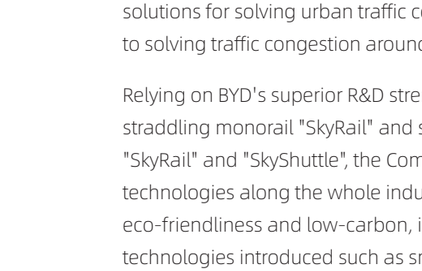
On April 27, 2020, BYD Rail Transit ushered in a new milestone by signing a procurement contract for rail equipment with Line 17 of São Paulo Metro in Brazil. BYD also became the first Chinese private enterprise to go overseas in the field of rail transport equipment.

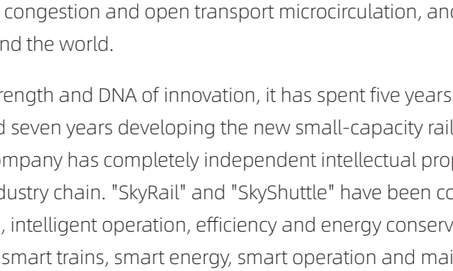
On April 16, 2021, SkyShuttle, the world's first new energy unmanned small-capacity rail transport system, was officially launched in Bishan, Chongqing, symbolising the opening of a new era of commercial operation of SkyShuttle.

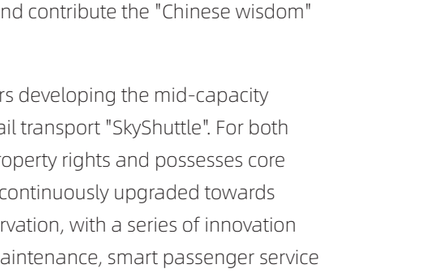
On December 28, 2022, Shenzhen Pingshan Yunba Line No. 1 was successfully launched for service, being a pilot project aiming to realise the organic combination of large and small transportation capacity and setting a good example of supplementing the rail routes in a mega city.

On May 9, 2023, Changsha Dawangshan Yunba Tourism Line was launched, as the world's first tourism demonstration line, helping Dawangshan Xiangjiang River Tourism Resort to build a green city of landscape and humanity.

In 2023, the development and application of SkyShuttle's green technologies were recognised and affirmed in the industry, winning the "First Prize for Scientific and Technological Progress in Urban Rail Transportation". At the same time, SkyShuttle, as an excellent case of digitalisation of carbon-emission reduction in travel, has been selected in the UN-Habitat flagship report headed "Future Cities Advisor Vision 2023: Digital Innovation Empowers Cities to Transform to Net Zero Carbon", the "2022-2023 Low Carbon Exemplary Unit of Urban Transportation" by China Urban Transportation Association, and the "Top Ten Green and Low-Carbon Cases in Shenzhen".













In the future, BYD Rail will continue to develop advanced technologies and provide three-dimensional green solutions for the world's cities with high-quality green and intelligent rail transit products, supporting low-carbon sustainable development!

Innovation Technology - Intelligent Low-Carbon SkyShuttle

In 2023, BYD Rail Transport adhered to green development and upgraded SkyShuttle system in respect of low carbon and intelligence. For the three core electric technologies of SkyShuttle, it improved battery density and motor efficiency, as well as upgraded the electric control system, so as to reduce the weight of vehicles and electricity consumption, and optimised the control to be smarter and more efficient; for the energy equipment and facilities, it improved the architecture of the traditional power supply system, and enhanced the energy utilisation rate through wheel charging and the intelligent power supply system; for the architectural design, it adopted the intensified layout, and reduced the loads of the mechanical and electrical systems of the yards and the scale of buildings, so as to control the energy consumption of buildings.



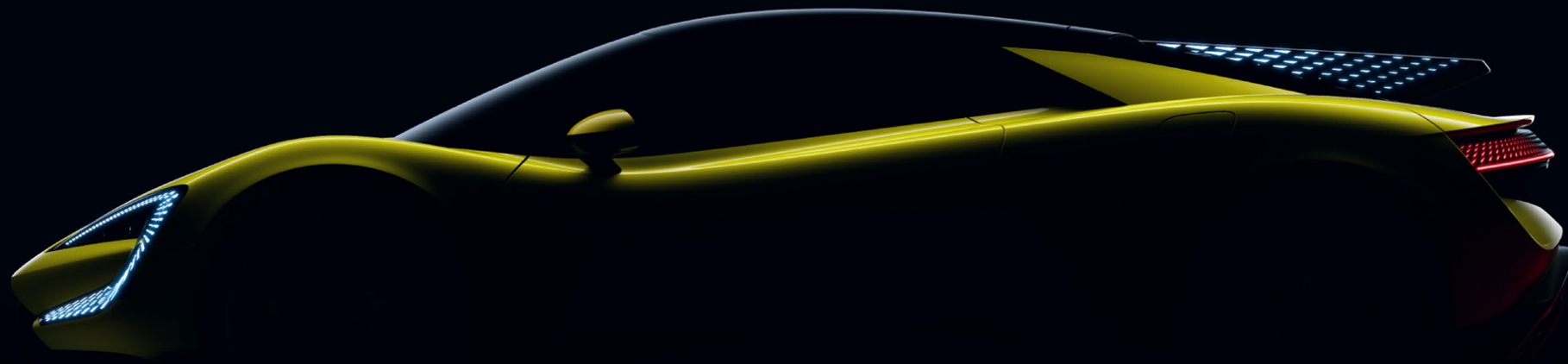
Innovation Technology - The Train Self-operating System Adopting TACS Third Generation Vehicle-to-Vehicle Communication

BYD's independently developed TACS system adopts a multi-sensor fusion positioning and sensing system, replacing the traditional "vehicle-ground-vehicle communication" with the "vehicle-vehicle communication", which shortens the communication time between the systems, and improves the system's tracking performance and operation efficiency. At the same time, it simplifies the system architecture, reduces the number of trackside devices and interfaces, enhances the robustness of the system by reducing the information flow of the systems, shortens the cycle of design, installation and commissioning, and reduces the cost of the whole lifecycle; it also improves the degree of intelligence and unmanned operation of the SkyShuttle so that the trains can run and perceive autonomously.

07

Contributing to the Community





Since its founding, BYD has placed a strong emphasis on social issues and earnestly fulfilled social responsibilities, balancing its business operations with a strong commitment to sustainable social development.

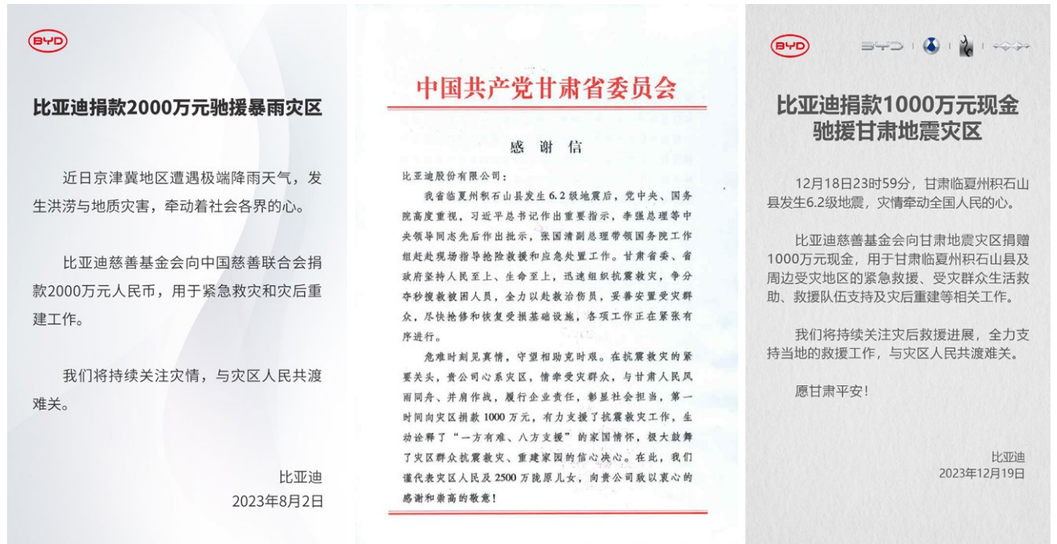
Prior to 2010, BYD concentrated its efforts on disaster relief and poverty alleviation, contributing to various causes such as flood relief, combating the SARS outbreak, and assisting earthquake victims, with a total donation close to RMB50 million. In 2010, BYD donated funds to set up the BYD Charity Foundation, a national private charity organization. Since its establishment, adhering to the concept of "Technological Charity", the foundation has used technology to help poverty-stricken areas, and technical products to provide disaster relief, to support educational development and help disadvantaged groups in society, lighting up dreams with a single spark. As of 2023, the total donations from the foundation has exceeded RMB40 million.



7.1 Earthquake Relief and Disaster Recovery

As Typhoon Doksuri brought about torrential rains from 29 July, the Beijing-Tianjin-Hebei region and Northeast China were attacked by severe flooding. In response, BYD made a generous contribution of RMB20 million to China Charity Alliance on 2 August 2023, to support the disaster relief and post-disaster reconstruction in regions affected by the rainstorms.

At 23:59, 18 December 2023, a 6.2-magnitude earthquake hit Jishishan Bao'an, Dongxiang, Sala Autonomous County of Linxia Hui Autonomous Prefecture, Gansu Province. In response to the urgent situation, BYD donated a sum of RMB10 million to Gansu Provincial Charity Federation on 19 December, which was dedicated to the critical tasks of emergency rescue, financial aids to those affected, assistance to rescue teams and post-disaster reconstruction in Jishishan County and the neighboring earthquake-affected regions in Linxia, Gansu Province.



比亚迪捐款2000万元驰援暴雨灾区

近日京津冀地区遭遇极端降雨天气，发生洪涝与地质灾害，牵动着社会各界的心。

比亚迪慈善基金会向中国慈善联合会捐款2000万元人民币，用于紧急救灾和灾后重建工作。

我们将持续关注灾情，与灾区人民共渡难关。

比亚迪
2023年8月2日

中国共产党甘肃省委员会

感 谢 信

比亚迪股份有限公司：

我省临夏州积石山县发生6.2级地震后，党中央、国务院高度重视，习近平总书记作出重要指示，李强总理等中央领导同志先后作出批示，张国清副总理带领国务院工作组赶赴现场指导抢险救援和应急处置工作。甘肃省委、省政府坚持人民至上、生命至上，迅速组织抗震救灾，争分夺秒搜救被困人员，全力以赴救治伤员，妥善安置受灾群众，尽快抢修和恢复受损基础设施，各项工作正在紧张有序进行。

危难时刻见真情，守望相助克时艰。在抗震救灾的紧要关头，贵公司心系灾区，情牵受灾群众，与甘肃人民风雨同舟、并肩作战，履行企业责任，彰显社会担当，第一时间向灾区捐款1000万元，有力支援了抗震救灾工作，生动诠释了"一方有难、八方支援"的家国情怀，极大鼓舞了灾区群众抗震救灾、重建家园的信心决心。在此，我们谨代表灾区人民及2500万陇原儿女，向贵公司致以衷心的感谢和崇高的敬意！

比亚迪捐款1000万元现金驰援甘肃地震灾区

12月18日23时59分，甘肃临夏州积石山县发生6.2级地震，灾情牵动全国人民的心。

比亚迪慈善基金会向甘肃地震灾区捐赠1000万元现金，用于甘肃临夏州积石山县及周边受灾地区的紧急救援、受灾群众生活救助、救援队伍支持及灾后重建等相关工作。

我们将持续关注灾后救援进展，全力支持当地的救援工作，与灾区人民共渡难关。

愿甘肃平安！

比亚迪
2023年12月19日

7.2 Support to Education

Education is the foundation of a country, while talent needs to be nurtured through education. With charity programs including financial aids, scholarships and improvement of educational facilities, BYD is making contribution to the cultivation of high-caliber talents. In 2023, BYD's Dream Realization Action Scholarship supported 147 students from middle school, high school and university, covering 12 provinces and cities. Aimed at alleviating the financial burden on students from less privileged backgrounds, BYD has cumulatively allocated RMB263,400 subsidies for educational assistance. BYD encourages excellence by setting up a number of scholarships to commend outstanding students and faculty members, and has made a donation of RMB1.24 million to Central South University in 2023. For improvement of educational facilities, BYD promoted the Reading Aid Program for rural children and set up more than 184 class book corners; BYD also donated teaching materials to Shenzhen Middle School and Shenzhen Yadi School for the purpose of improving teaching conditions.





Reading Aid Program for rural children



Astronomical Observation Chamber

7.3 Caring for Disadvantaged Groups

BYD remains committed to addressing the needs of vulnerable groups, including the left-behind elderly in rural areas, people with disabilities, children with cerebral palsy, and those facing financial hardships. In 2023, BYD provided pension support to 278 people, built or improved ponds, farmlands and roads in rural communities to satisfy their needs, benefiting more than 500 villagers, enhancing the rural infrastructure and boosting people's well-being. "BYD's Great Love and Sincerity Assistance Program for Children with Cerebral Palsy" provides assistance to children with cerebral palsy and their families in difficult situations, and helps non-government institutions to enhance professional service capacity and bolster organizational growth. Throughout 2023, the program supported the rehabilitation training for a total of 41 children nationwide, and sponsored multiple inclusiveness-themed activities, engaging caring car owners to serve as angelic companions for children with cerebral palsy, passing warmth to the children, increasing the understanding of these children among the public and securing more care and support they need. To date, the program has helped 1,033 children cumulatively. BYD actively contributes to the employment of people with disabilities through the sponsorship of skill-enhancing training programs, providing them with the necessary expertise to thrive in the workforce and helping them better integrate into the community. In a gesture of support for firefighters, BYD has donated RMB1 million to Shenzhen Fire Volunteers Federation, ensuring that the brave individuals facing hardships within the fire rescue services receive the support and compassion they deserve.



7.4 Devotion to Environmental Protection

Aligning with the national initiatives to protect the environment, BYD is committed to ecological conservation and promotes the "Cooling the Earth by 1 Degree" initiative earnestly. In 2023, BYD's Dynasty Series Sales Business Division donated a Tang DM-i Champion Edition vehicle to Sichuan Green River Preservation Association for exclusive use in glacier protection for one year, and offered energy replenishment facilities for this purpose. In partnership with Tencent News, the project engaged four environmental professionals specializing in environmental monitoring and glacier conservation for a journey to trace the source of the Yangtze River, from Shanghai to the headwaters of the Yangtze River in Golmud, Qinghai, aiming to raise public awareness about the importance of biodiversity conservation and water source protection for the Yangtze River and showcasing the achievements of environmental protection over the years.

BYD's Ocean Series collaborated with Blue Ribbon Ocean Conservation Association to initiate the "For the Sea" · In Harmony with the Sea Program, advocating marine biodiversity conservation and concerted efforts to protect the blue space. On 1 July 2023, the two entities hosted a three-day event themed "In Harmony with the Sea" in Sanya, which highlighted the concept of blue space preservation and engaged car owners of Ocean Series in coral planting activities, mobilizing more social forces to involve in blue space preservation and to focus on marine biodiversity, and convey the values of BYD's Ocean Series to more consumers, which emphasized strong commitment to philanthropy and sustainability practices.





"In Harmony with the Sea" Program initiated by BYD's Ocean Series and car owners

7.5 Volunteer Culture

BYD encourages all employees to devote into volunteer services, has established 15 volunteer stations across the country and has over 6,600 employees registered as volunteers, being dedicated to the charity cause to contribute to the society. In 2023, BYD's volunteers were devoted to numerous charity activities, including environmental protection programs and charity sales; so far, they have offered volunteer services of over 40,000 hours.



BYD volunteers in a charity sale of creative cultural products

BYD encourages its users to join in philanthropic endeavors. In 2023, BYD's Denza Series partnered with more than 150,000 users to embark on the "Denza Glimmer Book Corner" educational support program, donating 20,808 books to a total of 8,743 students of 277 classes from 39 rural schools in Pingjiang, Hunan Province and Mangshi, Yunnan Province. BYD sought input from users in book selection and included the most recommended books in the book corners, fully engaging the users with sincerity and bringing new and good books to children to expand their horizons, with the hope of brightening children's path to promising future by pooling theses small sparks of knowledge.



KEY PERFORMANCE INDICATORS

Key Performance Indicators	Unit	2021	2022	2023
A Environmental (intensity is calculated according to the annual revenue of the enterprise (RMB10,000))				
Aspect A1: Emissions				
Scope 1 greenhouse gas emissions	Tons	315,610	550,932	931,916
Scope 2 greenhouse gas emissions	Tons	4,903,502	7,511,038	11,409,539
Total greenhouse gas emissions	Tons	5,219,112	8,061,970	12,341,455
Intensity of greenhouse gas emissions	Tons/ RMB10,000 revenue	0.24147	0.19011	0.2049
Total domestic waste	Tons	55,368	108,948	104,578
Intensity of domestic waste	Tons/ RMB10,000 revenue	0.00256	0.00257	0.00174
Total non-hazardous production waste	Tons	41,6431	1,028,733	1,297,817
Intensity of non-hazardous production waste	Tons/ RMB10,000 revenue	0.01927	0.02426	0.02154
Total hazardous solid waste	Tons	41,446	71,740.93	118,381
Intensity of hazardous solid waste	Tons/ RMB10,000 revenue	0.00192	0.00169	0.00197
Total industrial wastewater	Tons	3,955,638	5,838,902.18	11,087,490
Intensity of industrial wastewater	Tons/ RMB10,000 revenue	0.18301	0.13769	0.18408
Total domestic sewage	Tons	20,541,783	34,213,140	40,652,280
Intensity of domestic sewage	Tons/ RMB10,000 revenue	0.95038	0.80680	0.67493
Total waste gas	10,000 m3	8 990,645	9,614,336.42	13,127,537
Waste gas intensity	10,000 m3/ RMB10,000 revenue	0.41592	0.22672	0.21795
Total COD	Tons	838.24	451.53	719.41
COD intensity	Tons/ RMB10,000 revenue	0.00003878	0.00001065	0.00001194
Total ammonia-nitrogen	Tons	46.91	41.51	56.215
Ammonia-nitrogen intensity	Tons/ RMB10,000 revenue	0.000002170	0.00000097	0.00000093
Total VOCs	Tons	233.22	492.01	437.42
VOCs intensity	Tons/ RMB10,000 revenue	0.000010790	0.000011602	0.000007262

Key Performance Indicators	Unit	2021	2022	2023
Aspect A2: Use of Resources				
Total electricity consumption	10,000 kWh	516,756	791,552	1,202,396
Electricity consumption intensity	10,000 kWh/RMB10,000 revenue	0.02391	0.01867	0.01996
Total natural gas consumption	10,000 m3	14,222	24,730	41,707
Natural gas consumption intensity	10,000 m3/RMB10,000 revenue	0.00065803	0.00058317	0.00069246
Total gasoline consumption	10,000 L	90.27	283.78	613.37
Gasoline consumption intensity	10,000 L/RMB10,000 revenue	0.000004176	0.000006692	0.000010183
Total diesel consumption	10,000 L	31.84	24.93	17.95
Diesel consumption intensity	10,000 L/RMB10,000 revenue	0.0000014731	0.0000005879	0.000000298
Total water consumption	10,000 m3	3,592	5,110	7,381
Water consumption intensity	10,000 m3/RMB10,000 revenue	0.000166182	0.000120502	0.000122544
Total packaging materials	Tons	764,024	906,044	1,008,980
Packaging material intensity	Tons/ RMB10,000 revenue	0.03535	0.02137	0.01675

Key Performance Indicators	Unit	2021	2022	2023
B Social aspect				
Aspect B1: Employment				
Total number of employees	People	288,186	570,060	703,504
Number of employees by gender				
Male	People	193,983	396,376	481,499
Female	People	94,203	173,684	222,005
Number of employees by employment type				
Production personnel	People	216,674	442,076	524,467
Sales personnel	People	11,342	23,690	37,488
Financial personnel	People	1,588	2,527	3,192
Technical personnel	People	44,318	76,016	104,003
Administration personnel	People	14,264	25,751	34,354
Number of employees by age				
Age ≤ 30 years old	People	140,738	270,766	324,570
30 < age ≤ 50 years old	人	144,045	290,735	369,597
Age > 50 years old	People	3,403	8,559	9,337
Number of employees by management level (new disclosure)				
Senior management	People	/	/	3,816
Middle management	People	/	/	156,328
General staff	People	/	/	543,360
Number of employees by length of service (new disclosure)				
Above 10 years	People	/	/	40,051
5 to 10 years	People	/	/	51,627
3 to 5 years	People	/	/	43,417
Below 3 years	People	/	/	568,409

Key Performance Indicators	Unit	2021	2022	2023
Number of employees by geographical region (additionally disclosing the number of overseas employees, including the foreign staffs based in China into the domestic category)				
Domestic (including foreign staffs)	People	288,186	570,060	691,716
Overseas (by employment contract)	People	/	/	11,788
Employee turnover rate by gender (additionally disclosing the turnover rate of overseas employees, adopting the formula for calculating the monthly average)				
Male turnover rate	%	3.4%	3.1%	3.1%
Female turnover rate	%	3.2%	2.8%	2.7%
Employee turnover rate by age group (additionally disclosing the turnover rate of overseas employees, adopting the formula for calculating the monthly average)				
Age ≤ 30 years old	%	4.2%	3.5%	3.5%
30 < age ≤ 50 years old	%	2.5%	2.5%	2.5%
Age > 50 years old	%	0.6%	1.1%	0.8%
Employee turnover rate by geographical region (additionally disclosing the turnover rate of overseas employees, including the turnover rate for foreign staffs based in China into the domestic category, adopting the formula for calculating the monthly average)				
Domestic (including foreign staffs)	%	3.3%	3.0%	3.0%
Overseas (by employment contract)	%	/	/	2.3%

Key Performance Indicators	Unit	2021	2022	2023
Aspect B2: Health and Safety				
Work-related deaths	People	0	0	0
Lost days due to occupational injury	Day	8,182	7,033	5,290
Aspect B3: Development and training				
Percentage of employees trained by gender				
Male	%	100%	100%	100%
Female	%	100%	100%	100%
Percentage of employees trained by employee type				
Senior management	%	100%	100%	100%
Middle management	%	100%	100%	100%
General staff	%	100%	100%	100%
Average hours of training for employees trained by gender				
Male	Hour/person	48.54	67.57	60.07
Female	Hour/person	57.09	59.80	89.61
Average hours of training for employees trained by employee type				
Senior management	Hour/person	12.41	36.32	36.51
Middle management	Hour/person	24.58	32.66	52.09
General staff	Hour/person	57.26	84.39	74.64

Key Performance Indicators	Unit	2021	2022	2023
Aspect B5: Supply Chain Management				
Number of suppliers by geographical region (main distribution areas)				
Northern China	Supplier	956	988	919
Eastern China	Supplier	3,497	3,849	3,599
Southern China	Supplier	4,347	4,580	3,564
Aspect B6: Product Liability				
Percentage of products recalled for safety and health reasons				
Recall percentage	%	3.1	3.36	0
Aspect B7: Anti-corruption				
Number of closed corruption-related lawsuit	Lawsuit	2	4	16
Aspect B8: Community Investment (charitable donations)				
Investment in cash	RMB10,000	4,801	8,629	4,066
Other				
Number of patents				
Patents applied for	Patent	2,934	4,624	8,020
Patent licensed	Patent	2,634	3,704	3,750

CONTENT INDEX OF THE ESG REPORTING GUIDE

Environmental			
Aspect	Indicator No.	Indicator Content	Section
A1 Emissions	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	6.1 Green Operation
	A1.1	The types of emissions and respective emissions data.	Key Performance Indicators
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	6.1 Green Operation
	A1.3	Total hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Key Performance Indicators
	A1.4	Total non-hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Key Performance Indicators
	A1.5	Description of emissions target(s) set and steps taken to achieve them.	6.1 Green Operation
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	6.1 Green Operation
A2 Use of Resources	General Disclosure	Policies on the efficient use of resources (including energy, water and other raw materials).	6.1 Green Operation
	A2.1	Direct and/or indirect energy (e.g. electricity, gas and oil) consumption by type (in thousand kWh) in total and intensity (e.g. per unit of production volume, per facility) by type.	Key Performance Indicators
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Key Performance Indicators
	A2.3	Description of energy use efficiency targets set and the steps taken to achieve them.	Key Performance Indicators
	A2.4	Description of whether there is any issue in sourcing water that is fit for the purpose, and the water use efficiency targets set and the steps taken to achieve these targets.	6.1 Green Operation
	A2.5	Total amount of packaging materials used for the finished goods (in tons) and (if applicable) with reference to per unit produced.	Key Performance Indicators

Environmental			
Aspect	Indicator No.	Indicator Content	Section
A3 Environment and Natural Resources	General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	6.1 Green Operation
	A3.1	Description of the significant impacts of business activities on the environment and natural resources and the actions taken to manage relevant impacts.	6.1 Green Operation
A4 Climate Change	General Disclosure	Policies on identifying and responding to significant climate-related issues that have and may have an impact on issuers.	6.2 Response to Climate Change
	A4.1	Description of the significant climate-related issues that have and may have an impact on issuers the issuer and the actions to be taken to respond to them.	6.2 Response to Climate Change

Social			
Aspect	Indicator No.	Indicator Content	Section
B1 Employment	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	5 Employees First
	B1.1	Total workforce by gender, employment type (full-time or part-time), age group and geographical region.	5.2 Employment System
	B1.2	Turnover ratio of employees by gender, age group and geographical region.	Key Performance Indicators
B2 Health and Safety	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	5.6 Occupational Health and Safety in Production
	B2.1	Number and rate of work-related fatalities in each of the past three years (including the reporting year).	5.6 Occupational Health and Safety in Production
	B2.2	Lost days due to work injury.	5.6 Occupational Health and Safety in Production
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	5.6 Occupational Health and Safety in Production
B3 Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	5.3 Talent Training and Development
	B3.1	Percentage of employees trained by gender and employee type (such as senior management, middle management, etc.).	Key Performance Indicators
	B3.2	Average training hours completed per employee by gender and employee type.	Key Performance Indicators
B4 Labour Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	5.2 Employment System
	B4.1	Description of measures to review employment practices to avoid child labor and forced labor.	5.2 Employment System
	B4.2	Description of steps taken to eliminate such practices when discovered.	5.2 Employment System

Social			
Aspect	Indicator No.	Indicator Content	Section
B5 Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	3.2 Supplier Chain Management
	B5.1	Number of suppliers by geographical region.	Key Performance Indicators
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	3.2 Supplier Chain Management
	B5.3	Description of practices relating to identifying environmental and social risks in each segment of the supply chain, how they are implemented and monitored.	3.2 Supplier Chain Management
	B5.4	Description of the practices for promoting the use of environmentally friendly products and services in the selection of suppliers, how they are implemented and monitored.	3.2 Supplier Chain Management
B6 Product Liability	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	4.1 Product Responsibility
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	4.1 Product Responsibility
	B6.2	Number of product and service related complaints received and how they are dealt with.	4.4 Customer Interests and Services
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	2.2 Compliance Operation and Business Ethics
	B6.4	Description of quality assurance process and recall procedures.	4.1 Product Responsibility
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	4.4 Customer Interests and Services

Social			
Aspect	Indicator No.	Indicator Content	Section
B7 Anti-corruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	2.2 Compliance Operation and Business Ethics
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Key Performance Indicators
	B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	2.2 Compliance Operation and Business Ethics
B8 Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	7 Contributing to the Community
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	7 Contributing to the Community
	B8.2	Resources contributed (e.g. money or time) to the focus area.	Key Performance Indicators

FEEDBACK FORM

Dear reader,

To make our CSR reports even better, we are grateful for your advice and suggestions. Please kindly fill out the following questionnaire and send it back to us at bydpo@byd.com.

Your Information:

Name:	Employer:	Position:
Telephone:	Fax:	Email:

Multiple choice questions (Please check the corresponding box)

1. This report has provided a full and accurate view of the major impacts of the Company on the economy, society and environment.

☐ Very good ☐ Good ☐ Fair ☐ Bad ☐ Very bad

2. This report provides response to stakeholders' concerns and disclosures.

☐ Very good ☐ Good ☐ Fair ☐ Bad ☐ Very bad

3. The information, indicators and data disclosed in this report are clear, accurate and complete.

☐ Very good ☐ Good ☐ Fair ☐ Bad ☐ Very bad

4. The readability of this report, i.e., the logic, content design, language and layout design is:

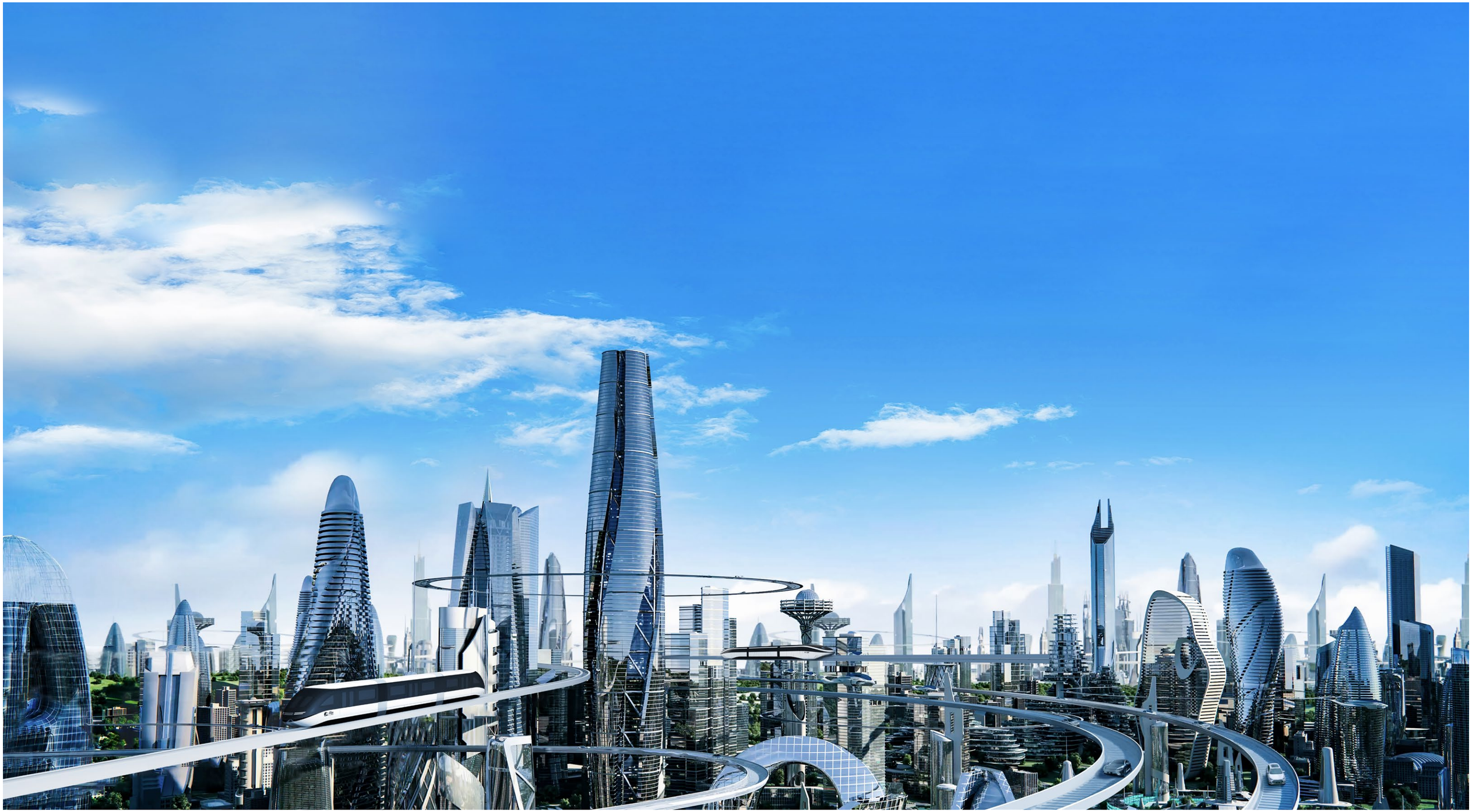
☐ Very good ☐ Good ☐ Fair ☐ Bad ☐ Very bad

Open questions

1. Which part of this report are you most satisfied with?

2. What further information would you like to have?

3. Do you have any suggestion for our future CSR report?



BYD Company Limited
Postal Code: 618118
www.bydglobal.com
Address: 3009 BYD Rd, Pingshan District, Shenzhen