

# 2022

## Environmental, Social and Governance Report

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<https://www.weride.ai/>



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# About This Report

## Introduction

This report is the first environmental, social, and governance report (referred to as “this Report” or the “ESG Report”) issued by WeRide Inc. (referred to as “WeRide”, “We” or the “Company”), which aims to describe the institutional construction and working performance of WeRide in terms of environmental, social and governance (referred to as “ESG”) matters, and objectively disclose the sustainability management and effectiveness of WeRide in response to the expectations of stakeholders.

## Scope and Boundary

This report focuses on the ESG management and achievements of the WeRide in 2022 (referred to as the “reporting period” and “this year”). In order to enhance the completeness of the report, some of the contents have been traced backward or forward as appropriate.

## Report Standard

This Report is in accordance with the *GRI Sustainability Reporting Standards* issued by the Global Sustainability Standards Board (GSSB) (referred to as the “GRI Standards”), and the regulatory requirements of capital markets, taking into account the disclosure principle of importance, quantification, balance, and consistency.

## Data Source and Reliability

The information and data included in this Report come from the Company’s statistical and official documents, which have been audited by relevant authorities. The Company undertakes that there is no misstatement or misleading representation contained in this Report and takes responsibility for the truthfulness, accuracy and completeness of the contents. The monetary amounts herein are denoted in RMB.

## Process of Preparation

This Report is prepared in accordance with a set of established procedures, including working group formation, key stakeholders identification, stakeholder communication, material ESG issues identification and ranking, indicator system establishment, disclosure boundaries determination, data collection, framework determination, report preparation and designing, and report review by relevant departments and the senior management, etc.

## Contact Us

For any inquiries or suggestions regarding this report, please contact us using the following information:

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# Letter from our CEO

2022 was a year that fulfilled opportunities and obstacles for WeRide. Considering the breakthrough policies and regulations, demands from the society, and expanding on a scale of autonomous driving road testing, it brought us to a critical time of developing to show our progress on application, research and development, and commercialization of autonomous driving. In the face of fluctuating epidemics and challenging international economic conditions, the Company adheres to the GRIT values (Grow Together, Result Driven, Innovation, and Teamwork), continues to strengthen the integration of ESG concepts, and is committed to realizing the image of a responsible enterprise that is friendly to the environment, in harmony with society, and soundly regulated.

Autonomous driving is inspired by innovative ideas and technologies and driven by cross-border integration and industrial transformation. By enormous investment in R&D on the autonomous driving software and hardware, we have developed our universal autonomous driving technology platform, WeRide One, which increased R&D and implementation efficiency of autonomous driving products in various scenarios. It contributes to a more sustainable and green iteration of autonomous driving technology. Meanwhile, by launching Product-matrix (including five products of Robotaxi, Robobus, Robovan, Robosweeper, and ADAS Solutions), our commercial scenes are greatly integrated into all aspects of urban life scenarios. It satisfied people's daily commute needs and demands from urban travel to cargo transportation which enormously contribute to people's well-being.

Compliance is very keen to WeRide, as the cornerstone for a healthy growing enterprise. Driven by compliance, we developed our procedure and process and reviewed our business management, and constantly improve on risk prevention and control to fulfill all compliance requirements. At the same time, we keep exploring and practicing ESG management. To better cope with a series of global risks and challenges, and to fully meet stakeholders' expectations, we formulated the ESG strategy taking it as a significant indicator into our operational assessment and measurement.

Driving by our strong innovation genes, AI, new four modernizations, and other advanced technologies are integrated into the development and application of autonomous driving and supporting us to proactively face the challenges in the development of autonomous driving. In terms of management, we highly value the development of the corporate culture, constantly improving our own capability on innovation and research, and continually putting efforts into the improvement of product quality and service management system. On the basis of ensuring product quality and

safety, we are driven to improve our customers' travel experience.

In light of the increasing frequency of extreme weather in recent years, addressing climate change is an unavoidable topic for every enterprise. In terms of management, adopting the concept of green development, we strictly control the carbon emissions in corporate operations, reduce the negative impact on the environment, and promote green, low-carbon, and sustainable development. In terms of operation, we adhere to the strategy of energy conservation and emission reduction, implement innovative and scientific concepts and technologies, and actively tap into the new energy market. We have deployed EVs in the phases of research and development, sales, and operation, which greatly reduced our operational greenhouse gas emissions.

Talent is always the most valuable asset for WeRide. The development of talents is always keen to us. We promote our recruitment of global talents, fully respect and protect the basic rights and interests of every employee, and pay attention to the safety and health of employees. We anticipate developing a talent pool that recognizes our corporate culture and represents the entrepreneurial spirit and fosters employees and enterprises to grow together.

A drop of water does not make the ocean, and a single tree does not consist of the forest. We have been committed to growing together with partners for a long time. By continuous improvement of supply chain management, we aim to create a good, fair, and transparent cooperative relationship, build a harmonious development environment between partners, to achieve multi-party integration and development for mutual benefits and a win-win situation. Meanwhile, we take our social responsibility and create job opportunities for local communities, organize and participate in various voluntary activities, and strive to achieve sustainable development of the Company and society.

In the era of a green economy, autonomous driving will undoubtedly play a more significant role. In the future, we will keep strengthening our governance, driven by the latest technologies, making product quality assurance as our basis, to provide high-quality services for more people. We are striving to build an environmentally friendly, socially friendly, and sustainable enterprise, empowering by autonomous driving, and collaborating with all partners to create a better future!

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# About WeRide



# Company Overview

WeRide is a leading, commercial-stage global company that develops Level 4 autonomous driving technologies. WeRide aims to develop safe and reliable driverless solutions to make mobility and transportation safer, more affordable, and accessible.

WeRide was established in 2017. Our headquarter is located in Guangzhou, and we have opened branches in Beijing, Shanghai, Shenzhen, Wuxi, San Francisco, Singapore, and Abu Dhabi. Meanwhile, we extended our practical experience in technology development, commercialization, and corporate management both at home and abroad. As the pioneer leader in autonomous technologies and services, WeRide has stepped up to the commercial stage in operations. We offer an all-rounded product package of Robotaxi, Robobus, Robovan, Robosweeper, and ADAS Solutions, providing smart services in online ride-hailing, on-demand transport, urban logistics, environmental services, and acting as a solution provider.

WeRide has been working from the beginning to address the challenge of commercial autonomous driving on viability, practicality, and scalability. We relentlessly pursue deployable products and services able for commercialization. Our team is committed to providing quality products and services to customers in various industries. Today, we operate one of the largest autonomous vehicle fleets in the world, with nearly 600 vehicles and over 20 million kilometers autonomous driving test and operation mileage. Our Level 4 autonomous vehicle products can navigate dense and complex urban environments, drive around the clock and deal with all weather conditions. We have started testing and commercial pilot operations in 26 cities across five countries in Asia, the Middle East, and North America.

# WeRide Main Products

## Our Products and Services

We have developed best-in-class autonomous driving products and services that address the ubiquitous yet diversified need for automation in mobility, logistics and other urban services use cases. Our products and services are designed to conquer complex road conditions and navigate high population and traffic density, operating all day and under all weather conditions. Our customers depend on us to provide essential services across various industries as well as the general public in numerous settings. Our leadership is exemplified by our robotaxis, the operational environment of which presents the greatest challenges to the adoption of autonomous driving technologies, and translates into our ability to explore other vehicle categories, including robobus, robovan and robosweeper. Leveraging our technological leadership in L4 autonomous driving technology, we have also developed cutting-edge ADAS solutions.



Robotaxi

Robobus

Robovan

Robosweeper



## Robotaxi

Robotaxi is our debut product and a constant manifestation of our ability to deliver safe, reliable, and efficient driverless mobility to end customers. Our Robotaxi features an industry-leading technology framework across all algorithm stacks. We are the first and only pure-play autonomous driving company in the world to obtain driverless test permits in China and the United States.

Under all-weather environments with traffic and people flow on the open road, Robotaxi is capable of achieving safe and reliable autonomous driving, coping with typical road elements such as traffic lights and dynamic obstacles, and performing all dynamic driving tasks. It consists of autonomous decision-making, dynamic path planning, lane keeping, adaptive cruise control, autonomous lane changing, autonomous over take, dynamic obstacle avoidance, etc. We always adhere to the principle of safety first, adopting multi-sensor fusion technology and implementing the safety redundancy scheme of autonomous driving systems to ensure every autonomous driving trip is trustworthy. As the first company to offer paid L4 Robotaxi services to the public in the world, Robotaxis have completed more than 1,200 days of commercial operations on the open road and have not caused any accidents.

## Robobus

Robobus is the world's first L4 purpose-built mass production. The robobus is designed for urban open roads, and it is the first autonomous driving electric vehicle to win the Red Dot Design Award. We designed our Robobus to provide a fully autonomous driving experience with no driver cabins, to provide passengers with a transparent, comfortable, and smooth driving experience with a top speed of 40km/h. Our Robobus is equipped with a variety of cutting-edge sensors, including 64-line Lidar, HD camera, blind zone Lidar, millimeter-wave radar, and others. Through the deep integration of multiple sensors, Robobus can perceive the surrounding road conditions 360 degrees with no blind spots, and can accurately identify lane lines, traffic lights, traffic signs, pedestrians, and other vehicles on the road. In addition, Robobus employs a dual-motor dual-controller architecture to significantly enhance system reliability and safety and is equipped with a dual-circuit route control multiple redundant hydraulic braking system. Robobus is the first autonomous driving bus in the industry to support auto-charging and to be capable of achieving all-day, all-scene under all-weather operation on urban open roads.



## Robovan

We launched China's first L4 Robovan dedicated to intra-city delivery of goods. Our robovan provides a more efficient alternative to traditional logistics vehicle by reducing labor costs. We partner with leading global OEMs, such as JMC-Ford Motors, in the manufacturing of Robovan. We rolled out our prototype B Robovan in the first quarter of 2023 in collaboration with JMC-Ford Motors, making an important step towards the large-scale commercialization of Robovans.



## Robosweeper



Robosweeper is China's first in autonomous driving vehicle for municipality road sweeping with mass production, to support cleaning operation on municipality roads. A Robosweeper adopts a cockpit-free design for fully autonomous operation. Benefiting from the no-driver cabin on board, Robosweeper can boast a large tank volume of six tons with 3.5m<sup>3</sup> water capacity resulting in a New European Driving Cycle range of 300 kilometers. It can operate all day, under all weather conditions, and be able to handle various urban cleaning needs such as standard road washing and sweeping, road edge cleaning, dust suppression, and high-pressure water jetting. We have developed a dedicated cloud-based control platform as the command center and acting as the brain of the intelligent sanitation. In the platform view, the operator can view the operation route, operational status, and autonomous driving status in real-time, supported by intelligent vehicle scheduling, automatic wake-up, remote scheduling, route management and other various functions. Robosweeper can complete routine maintenance work without human intervention including automatic charging, adding water, sewage, starting, and parking.

## ADAS Solutions

We are partnering with Bosch to provide Advanced Driving Assisting Systems (ADAS) solutions, covering application scenarios including urban and highway, to advance the pre-assembly mass production and market application of SAE Level L2-3 autonomous driving for passenger cars at the vehicle level, production ready.

WeRide is always devoted to developing safe, cutting-edge, and commercially viable autonomous driving solutions with the aim of empowering upstream and downstream ecosystems of the industry. Our technologies secure the coverage of all-weather operating conditions, a future-proof and scalable architecture, as well as system-level safety designs. Backed by over a century of continuous innovation, Bosch is a global leader in automotive technologies with profound expertise, market insight, and invaluable customer relations. WeRide and Bosch are both well-positioned in this joint effort to drive the development and adoption of advanced intelligent driving technologies in China while leading the world in creating a state-of-the-art ADAS solution to the market.



## Awards & Honor

Since its establishment, WeRide has won hundreds of awards and honors worldwide. Below are listed parts of the representative awards.

Award	Body
"Action for Sustainable Industrial Development in China" 2022 Annual Case	APEC China Business Council
2022 Cloud Alliance Eco-Blue Book Finalist Enterprises	2022 Global Digital Economy Industry Conference
"Fortune" The Most Socially Influential Startup Company In China	Fortune
2022 Hurun China Meta-Universe Potential Enterprises List	Hurun Report
2022 Hurun Mid-Year Global Unicorn	
2022 National Artificial Intelligence Enterprise Comprehensive Strength Ranking TOP100	Shenzhen Artificial Intelligence Industry Association Industrial Research Department
AIC Annual Business Value Award	Shenzhen Artificial Intelligence Industry Association
2022 4th Global Top 500 Unicorn Companies	Qingdao Municipal People's Government/Renmin University of China Private Enterprise Research Center
2022 China Venture Capital Golden Eagle Award, 2022 China New Seedling Enterprises - Annual high-growth Enterprise	Securities Times - Venture Capital Exchange
HICOOL 2022 Global Entrepreneurship Competition Second prize	HICOOL Global Entrepreneurship Summit
Bay Area Pioneering Innovative Enterprises	2022 Guangdong-Hong Kong-Macao Greater Bay Area Innovation Economy Summit Forum
2021 Guangzhou Unicorn Innovative Enterprise list	Guangzhou Science and Technology Innovation Enterprise Association
Investor Website ·2021 Value enterprise TOP100	Investor Website's Investor Research Institute
5th KPMG "50 Leading Automotive Technology Companies in China"	KPMG
2022 First Digital Technology Investment and Financing List - Top 30 Digital Technology Hidden Champions	"Lujiazui" Magazine and 01 Caijing

Award	Body
Cedex Unicorns Top 100 (2022)	Cedex
2022 China's 30 New Global Technology Brands Worth Paying Attention To	EqualOcean
True List · China's Scientific and Technological Innovation Brand List Top100	Pencil Road
"Rongzhong" China's New Economy Enterprise, 2021-2022	Rongzhong Finance
Leifeng Website "Industrial Technology · Most Commercial Value List" Best Robotaxi Normal Operation Award	Leifeng Website
Intelligent Driving Travel Leading Brand	Pingwest
2022 China Automotive Technology Top 30	EqualOcean
REAL 100 Innovators	Interface News
Vico Cup · OFweek 2022 China Automotive Industry Annual Selection	Vico Website Electronic Engineering
WISE2022 King of the New Economy Annual 2022 Innovative People List	36 kr
Maimai 2022MAX Annual Job to Company's Annual Outstanding Employer	Maimai
Jazzyear 20-2022 China Digital Economy People of the Year list	
Jazz 20- TOP20Technologies with the Most Commercial Potential in China's Autonomous Driving Field	Jazzyear
TOP50 AI Pilot Enterprises in 2022	
TOP30 Artificial Intelligence Pilot in 2022	QbitAI
2022 General Autonomous Driving Technology Innovation Platform	Autobit
TOPI0 Entrepreneurial Leaders of 2022	Lieyun Website
Cyzone 2022 Digital Intelligent Transformation and Innovation Practice Case - Excellent Technology Service Provider	Cyzone

### WeRide was nominated as an Annual Industry Case of the "Sustainable China Industrial Development Action" at the APEC China CEO Forum 2022

The APEC China CEO Forum 2022 was held in Beijing, attended by a number of influential leaders and guests from the China Council for the Promotion of International Trade, China Chamber of International Commerce, China Ministry of Commerce, National Development and Reform Commission, National Energy Administration, and APEC China Business Council. With "Towards Green Economy" as its theme, the forum will discuss how to integrate the digital age and green development in the future from new energy, carbon neutrality, intelligent electric vehicles, green economy, and sustainable consumption, and jointly build a green, low-carbon and circular industrial system.

At this forum, WeRide was chosen as an Annual Industry Case of the "Sustainable China Industrial Development Action" at the APEC China CEO Forum 2022 due to its leading autonomous driving technology, products, and travel services. We are the only autonomous driving enterprise included in the "2022 Sustainable China Industrial Development Action" - "Sustainable China Enterprise Development Practice Guide" alongside well-known enterprises such as China Three Gorges Group, Geely Automobile, Hisense Group, and Microsoft China. "WeRide's autonomous driving catalyses a new model of green cycle development, and the intelligent network-connected sanitation system creates a beautiful and clean urban living environment," stated the APEC China Business Council.



# Our Journey

## Commercial Advancement

2017

Founded

## Licensing and Testing

2018

One of China's 1<sup>st</sup> L4 autonomous driving testing on open road

2019

World's 1<sup>st</sup> open-to-public fare-charging robotaxi service

2020

World's 1<sup>st</sup> purpose-built robobus designed for open road

1<sup>st</sup> driverless test permit in China

2021

China's first autonomous driving company with ride-hailing operation permit

Launched world's 1<sup>st</sup> robovan for intra-city goods delivery

China's first open-to-public robobus service

1<sup>st</sup> pure-play autonomous driving company to obtain fully driverless test permits in both China and the US

2022

Partnered with Bosch on co-developing ADAS solutions

World's 1<sup>st</sup> purpose-built Robosweeper trial operation

2023

1<sup>st</sup> to obtain driverless test permits for both robotaxi and robobus in Beijing

1<sup>st</sup> to obtain national test permits in UAE

# Corporate Culture

## Mission

To transform urban living with **autonomous driving**



### Grow Together

- Pursue continuous learning. Achieve fulfillment through personal development and career growth.



### Result Driven

- Deliver the very best in all we do. Be accountable for our results.



### Innovation

- Solve novel and challenging problems to revolutionize the mobility industry.



### Team Work

- Leverage collective ingenuity. Be open and honest while supporting each other.

The spirit of dream drive, perseverance, overcoming difficulties, striving to achieve goals, and not giving up easily

# Social Benefit

We are committed to building a sustainable future and making a positive impact on society. Our autonomous driving technology can construct more efficient transportation networks, increasing travel utilization, reducing traffic congestion and mitigating the impending driver shortage.



Compared to human drivers, **level 4** autonomous driving with optimized controls can significantly reduce carbon emissions on the improvement of energy efficiency by more than **15%**.

Under unpredictable public health crises, autonomous vehicles become a reliable choice of transportation. The outbreak of COVID-19 has confirmed this point. In such high-risk environments, basic human activities will be impacted. With autonomous driving, people can travel without facing a high risk of interfacing with the virus which contributes a substantial value to the society. During the Pandemic, autonomous vehicles can effectively avoid cross-infection and improve traffic capacity. Additionally, our vehicles also offer a more convenient option for various groups, including individuals with disabilities.



We are steadfast in our believe that company development is in line with societal growth. While achieving our own rapid development, we also actively support and participate in social welfare initiatives.

## Combat COVID-19 with science and technology

"Combat COVID-19 with science and technology" is one of the strongest labels in Guangzhou's fight against COVID-19. We take "no man can enter the lockdown zones, accomplish tasks fully unmanned" as a safety guideline and apply the autonomous driving technology to the anti-COVID-19 combat.

In late May 2021, the epidemic escalation alarm sounded again in Guangzhou, and the epidemic control measures continued to increase. Yet in spite of the pressure, we actively responded to the call of the government and assumed the burden of transporting the necessities of life of the people. We sent fully driverless vehicles overnight and quickly completed data collection remotely in the lockdown zones within 2 hours, without a staff member entering the lockdown zones.



WeRide Robobus supported the front line of Anti-Pandemic



Volunteers unloaded supplies from WeRide Robobus

We urgently deployed two innovative products, Robobus and Robotaxi, and continuously optimized the workflow of supplies collection points outside the lockdown zones. We also specially developed a public-facing H5 webpage and clearly marked the unloading points and the communities covered by delivery services on the map to synchronize the latest work arrangements to the public at the first time. It is convenient for the public to intuitively understand the delivery of supplies and relieve the pressure on supply support in the lockdown zones.



WeRide developed a public-facing H5 webpage which clearly marked the unloading points of anti-epidemic supplies, etc.

## Combat COVID-19 with science and technology

In addition, through our data collection and analysis systems in autonomous driving technology and powerful cloud-based data training capabilities, we can effectively improve the efficiency and safety of the scene, accelerate the efficiency of supplies delivery, and improve transportation capability.

From June 4 to June 23, our autonomous vehicles made a total of more than 500 trips, delivering more than 20,000 pieces of supplies, with a total weight of more than 100 tons.

### 广州市新型冠状病毒肺炎疫情防控指挥部办公室物资保障二组

#### 感谢信

广州文远知行科技有限公司：

自5月下旬我市发生新冠肺炎疫情以来，市新冠肺炎疫情防控指挥部坚决贯彻落实习近平总书记重要讲话和重要指示批示精神，全面动员、全力以赴，采取最坚决、最果断、最严格的防控措施，坚决捍卫人民群众生命健康安全，成功遏制疫情扩散蔓延，疫情防控取得阶段性胜利。

全市分级分类防控措施启动后，为满足封闭、封控管理区域内60余万人民群众生活必需品供应需求，贵司积极响应市委、市政府号召，不计成本、不计得失，千方百计拓资源、稳价格、保物流，全力以赴优服务、提品质、保安全，有力保障了封闭封控区生活必需品供应，践行了企业的社会责任和担当。广大保供人员不畏艰难、不分昼夜，不惧高温酷暑、暴雨倾盆，又无反顾冲锋在保供最前线，用实际行动诠释了最美“逆行者”，彰显了守望相助、同舟共济的精神传承。

在此，谨向贵司和全体员工致以衷心的感谢和崇高的敬意！



### 广州市工业和信息化局

#### 感谢信

广州文远知行科技有限公司：

疫情就是命令，防控就是责任。广州出现首例本土确诊病例以来，在以习近平总书记为核心的党中央坚强领导下，按照国家、省、市联防联控机制统一部署，广州工信战线火速集结，无人车、无人机、智能机器人等科技企业闻令而动，第一时间奔赴一线，积极构建无接触式物流配送的技术场景，展示了广州科技抗疫的硬实力和产业成果的应用能力。经过全市各条战线艰苦努力奋战，广州疫情防控形势持续向好，迎来了阶段性胜利！

打赢疫情防控人民战争，物资配送保障是重要基础支撑。贵司站位高、觉悟强，行动迅速、不计成本、不讲条件，积极响应政府号召，利用自动驾驶技术助力封控区物资配送。在受领任务当晚，连夜安排全无人驾驶车辆进驻高风险区域完成数据采集，次日完成无人车部署，成为首家全无人驾驶进入封控区的自动驾驶企业。此后连续在鹤洞大桥至广钢新城和中南街等区域开展物资配送，全程坚持全无人驾驶完成，无一员工进入封控区，助力解决封控区域物流配送的“中

### 广州互联网法院

#### 感谢信

广州文远知行科技有限公司：

自5月下旬以来，广州疫情升级警报再次拉响。疫情管控措施不断加码，要扼住疫情防控的咽喉已迫在眉睫，处在封闭管理区的荔湾一时间成为社会关注的焦点。而就在此时我院1名法官因居家隔离未带法袍而无法出席远程庭审。

法袍是法院庭审中极其重要的象征。面对如此重要物资的运输问题，6月8日，贵公司将“5G黑科技”无人驾驶车应用于抗疫一线，成功完成了向中高风险区运送法袍的重任，让疫情之下广州联通和广州互联网法院共同打造的5G+YUE法庭得以顺利进行。贵公司的5G无人驾驶技术，使得一场由科技引领的逆风驰援就此展开，让我们见证了科技抗疫的硬实力。

在此，谨对贵公司的支持与帮助表示衷心的感谢！在防疫抗疫特殊时期，走进疫情封闭区，无人车辆高效配送，望今后可以齐心共建再合作，携手并进共提升。



Thank You Letters

## Support science and technology education

Living in the era of digitization, intelligence devotement, and network expansion, scientific knowledge and skills have become the basic components of our social life. The science education is an important part of national education.

Since its establishment, we have extensively participated in a variety of science popularization activities organized by the government and educational institutions, and primary and secondary schools.

We take an active part in the exchanges and display of campus education achievements during the 2022 Guangzhou Science and Technology Activity Week. We partnered with well-known domestic universities (Tsinghua University, Wuhan University, Sun Yat-sen University, etc.) and conducted Open Day to help students understand and experience the cutting-edge technology of autonomous driving at an early stage. By planting the seeds of science, we are hoping to see more students would feel the passion for innovation and truly feel the beauty of science and technology.



02

# Corporate Governance



The strong governance of the corporate is the basis for advancing the sustainable development of the Company. We always take compliance operation as an important criterion for enterprise operation. We have integrated the compliance concept, policy, and process into the Company's entire business management, and constantly improve risk prevention and control and compliance governance to achieve stability and long-term development.

## Governance Overview

We strictly follow the *Company Law of the People's Republic of China*, the *Uniform Commercial Code of the United States*, and other relevant laws and regulations worldwide, constantly perfect the corporate governance structure, and strive to establish and keep the high-level corporate governance to achieve stability and long-term development.

## Business Ethics

We have zero tolerance for bribery and corruption in any form of our business. We keep improving the Company's code of business conduct and ethics, by setting up a risk control compliance committee to lead the overall compliance work and formulating the *WeRide Code of Business Ethics* and other specific policies and procedures. *Employee Manual* clearly defines the violations and the corresponding handling methods and explicitly prohibits "serious conflict of interest behaviour", "position encroachment", "bribery", "infringement of trade secrets", "illegal embezzlement of funds" and other suspected illegal behaviours. We also set up an internal audit department to strengthen the supervision of procurement, capital, engineering, and other business ethical risks with high incidence and prone links. We also conducts routine screenings of employees in relevant job functions to identify incidents such as conflicts of interest with current suppliers.

We regularly host risk control & compliance code of conduct training every year and provide variety of complaint channels to all employees and suppliers to prevent fraud and corruption, striving to create an open and transparent supervision environment. We established a reporting management mechanism and committed to protecting the privacy of employees who provide clues.

To ensure that the investigation results are objective and fair, and the legitimate rights and interests of the whistleblowers are strictly protected, we are equipped with a special internal audit agency responsible for accepting feedback or reporting complaints.

In terms of various types of complaints, we will adopt different methods according to *Employee Manual*.



For minor cases, the responsible person will respond directly



For serious or complex cases, we will deal with them by establishing special investigation teams or pursue legal action

We have established a comprehensive business ethics protection mechanism in term of the supply chain. During supplier access, suppliers will be screened in terms of qualification, professional ability, business ethics, etc. If the purchase exceeds a certain amount, it will be subject to public bidding or three-party price comparison, and suppliers will be recommended by two or more departments in strict accordance with the Company's procurement management system to ensure that the procurement process is clean and transparent. During the cooperation, we will inform the relevant parties of its business ethics protection requirements in advance and include anti-corruption clauses in the contract templates for foreign cooperation, so as to further clarify the responsibilities and obligations of both parties in business ethics protection.



During the reporting period,

0

business ethic issue occurred

# Tax Management

We strictly follow the applicable tax laws of the countries/regions in which it operates to ensure that transactions are properly arranged according to the tax laws of the relevant jurisdictions. We have established a complete tax reporting mechanism, based on the principle of "separation of rights and responsibilities", and each entity operates in a "fair transaction" manner.

We strive to avoid tax challenges to the Company's reputation and to minimize the risks. In order to better identify relevant risks, we conduct an internal tax audit every quarter and an external tax audit every year in conjunction with an external audit institution, supplemented by a flexible audit mechanism according to business needs.

While improving strict internal compliance procedures, we strive to build and develop a professional tax team, employ professionals with relevant qualifications and systematic training, and regularly organize internal and external training at different levels and in various forms to enhance the professional quality of employees. In addition, we maintain good business communication with the competent tax authorities, strive to establish a professional, open, transparent, mutual trust and respect relationship with them, and actively seek close cooperation with external CPA firms and law firms.

Regarding the occurrence of internal tax integrity issues, we deal with them in accordance with *Employee Manual*. If a violation of the law occurs, we deal with it in accordance with relevant regulations and cooperate with the regulatory authorities.

# ESG Management

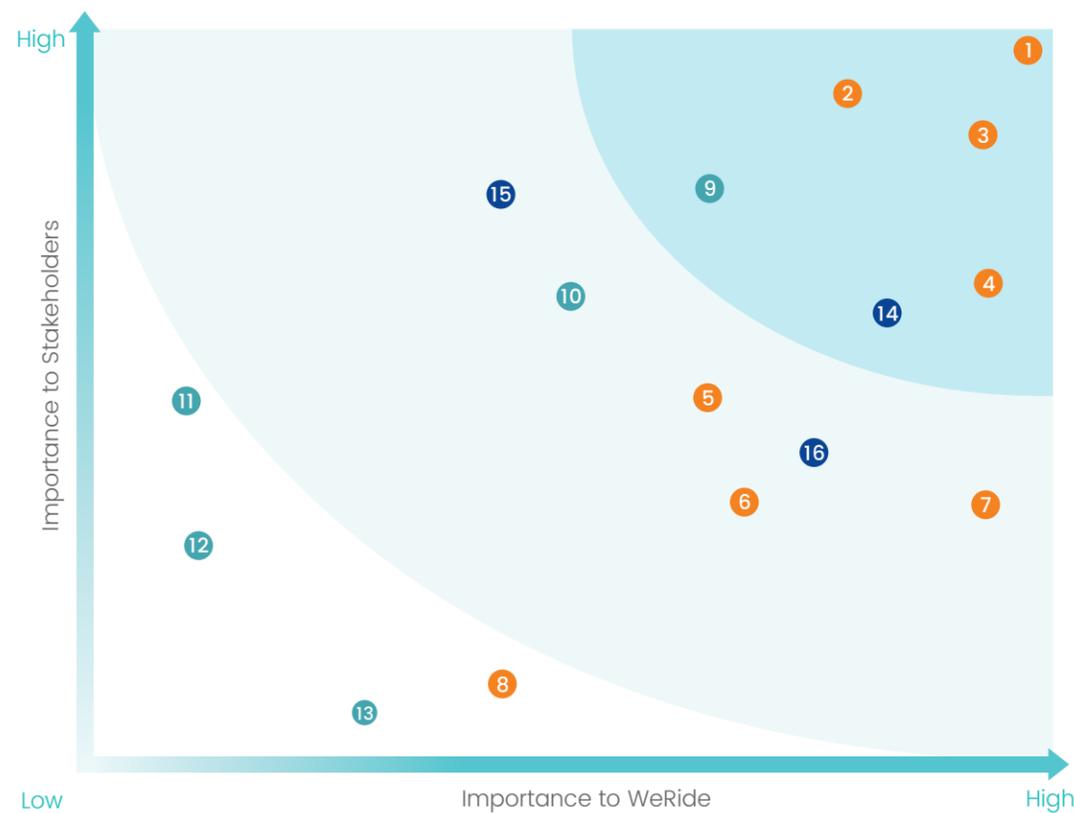
We believe that good environmental, social and governance (ESG) is an important driver to achieve our ambition. We are committed to improving our ESG management by taking practical actions including boosting stakeholder engagement to continuously create sustainable value for society.

# Stakeholder Communication

Stakeholders	Issues of concern	Way of communication	Way of response
 Government & Regulators	<ul style="list-style-type: none"> <li>Corporate governance and risk management</li> <li>Integrity and anti-corruption</li> <li>Local communities</li> </ul>	<ul style="list-style-type: none"> <li>Policy directives</li> <li>Reporting</li> <li>Daily communication</li> </ul>	<ul style="list-style-type: none"> <li>Legal and compliant operation</li> <li>Seize the opportunity of clean technology</li> </ul>
 Shareholders & Investors	<ul style="list-style-type: none"> <li>Corporate governance and risk management</li> <li>Integrity and anti-corruption</li> <li>Technological innovation and intellectual property</li> <li>Product safety and quality</li> </ul>	<ul style="list-style-type: none"> <li>Shareholders' meeting</li> <li>Investor activities</li> <li>Company announcement</li> </ul>	<ul style="list-style-type: none"> <li>Stable operation</li> <li>Active investor relationship management</li> <li>Information disclosure</li> </ul>
 Employees	<ul style="list-style-type: none"> <li>Employee compensation and benefits</li> </ul>	<ul style="list-style-type: none"> <li>Staff meeting</li> <li>Satisfaction survey</li> <li>Caring activities</li> </ul>	<ul style="list-style-type: none"> <li>Protect the legitimate rights and interests of employees</li> <li>Achieve common growth</li> </ul>
 Customers	<ul style="list-style-type: none"> <li>Product safety and quality</li> <li>Information security and data privacy protection</li> <li>Customer service satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>Product promotion</li> <li>Customer service hotline</li> <li>Online&amp; Offline activities</li> </ul>	<ul style="list-style-type: none"> <li>Product innovation</li> <li>Protect user information</li> <li>High-quality service</li> </ul>
 Partners	<ul style="list-style-type: none"> <li>Low carbon operation</li> </ul>	<ul style="list-style-type: none"> <li>Business communication &amp; cooperation</li> </ul>	<ul style="list-style-type: none"> <li>Promote responsible business cooperation</li> </ul>
 Suppliers	<ul style="list-style-type: none"> <li>Product safety and quality</li> <li>Supply chain management</li> </ul>	<ul style="list-style-type: none"> <li>On-site research</li> <li>Supplier meetings and audits</li> <li>Supplier contracts and agreements</li> </ul>	<ul style="list-style-type: none"> <li>Promote the construction of sustainable development capabilities for suppliers</li> </ul>
 Industry associations	<ul style="list-style-type: none"> <li>Technological innovation and intellectual property</li> <li>Product safety and quality</li> </ul>	<ul style="list-style-type: none"> <li>Industry exchange conference</li> </ul>	<ul style="list-style-type: none"> <li>Innovation</li> <li>Provide high-quality products</li> <li>Participate in industry activities</li> </ul>
 Medium	<ul style="list-style-type: none"> <li>Corporate governance and risk management</li> <li>Integrity and anti-corruption</li> <li>Technological innovation and intellectual property</li> <li>Product safety and quality</li> </ul>	<ul style="list-style-type: none"> <li>Press conference</li> <li>Media briefing</li> </ul>	<ul style="list-style-type: none"> <li>Accept supervision</li> <li>Integrity and transparency</li> </ul>
 Public & Community	<ul style="list-style-type: none"> <li>Local communities</li> <li>Sewage and waste</li> <li>Water resource</li> </ul>	<ul style="list-style-type: none"> <li>Social donations</li> <li>Providing employment opportunities</li> <li>Public welfare volunteer activities</li> </ul>	<ul style="list-style-type: none"> <li>Use professional advantages to solve social problems</li> <li>Carry out volunteer activities</li> </ul>

# Identification of Material Issues

We actively listen to the opinions and suggestions of various stakeholders, integrating their core demands into the entire process of company decision-making and operation, to accurately identify the priority in our sustainable development. During the reporting period, to better identify the importance of ESG issues, we comprehensively sorted out the important issues of the Company's sustainable development, summarized the mainstream ESG rating requirements in the capital market, referred to the *GRI Sustainable Development Reporting Standards*, compared with advanced industry practices at home and abroad, and combined with research feedback from internal and external stakeholders, identified the following material issue matrix.



- 1 Information Security and Data Privacy
- 2 Product Safety and Quality
- 3 Innovation and IP
- 4 Talent Attraction and Benefits
- 5 Local Communities
- 6 Customer Service and Satisfaction
- 7 Health and Safety
- 8 Social Responsibilities
- 9 Opportunity in Clean Tech
- 10 Low Carbon Operation
- 11 Sewage and Waste
- 12 Water
- 13 Resource
- 14 Corporate Governance and Risk Management
- 15 Supply Chain Management
- 16 Integrity and Anti-corruption

# ESG Overall Strategy

Area	SDGs	Risk	Opportunity	Action
Products and Services		<ul style="list-style-type: none"> <li>Product and Service Quality Risk</li> <li>Customer Relationship Management Risk</li> <li>Information Security Risk</li> <li>Intellectual Property Risk</li> <li>Technological Ethical Risk</li> <li>Market Risk</li> </ul>	<ul style="list-style-type: none"> <li>Digital Transformation Trend</li> <li>Industry Resource Integration</li> </ul>	<ul style="list-style-type: none"> <li>Innovation</li> <li>Optimizing Product and Service Quality</li> <li>Ensuring User Information Security</li> <li>Protecting Intellectual Property</li> </ul>
Environmental Protection		<ul style="list-style-type: none"> <li>Policy and Regulatory Risk</li> <li>Market Risk</li> <li>Reputation Risk</li> <li>Climate Change Risk</li> </ul>	<ul style="list-style-type: none"> <li>Carbon Peaking and Carbon Neutrality Strategies</li> <li>Green Upgrading of Industries</li> <li>Clean Technology Opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Promoting Environmental Impact Assessment throughout the Product Lifecycle</li> <li>Carbon Emission Management</li> <li>Advocating for Green Office Work</li> <li>Carrying out Green Operations</li> </ul>
People Oriented		<ul style="list-style-type: none"> <li>Policy and Regulatory Risk</li> <li>Risk of Talent Loss</li> <li>Labor Cost Risk</li> <li>Welfare Protection Risk</li> <li>Occupational Health Risk</li> </ul>	<ul style="list-style-type: none"> <li>Application of Digital Tools</li> <li>Upgrade of Training Resources</li> <li>Industry University Research Cooperation</li> </ul>	<ul style="list-style-type: none"> <li>Guaranteeing the Basic Rights and Interests of Employees</li> <li>Creating a Diverse and Equal Work Environment</li> <li>Improving Employee Training and Development Mechanisms</li> <li>Ensuring Employee Health and Safety</li> </ul>
Contribution and Responsibility		<ul style="list-style-type: none"> <li>Policy and Regulatory Risks</li> <li>Reputation Risk</li> <li>Supply Chain Management Risk</li> </ul>	<ul style="list-style-type: none"> <li>New Development Trends in Areas such as Rural Revitalization and Biodiversity Conservation</li> <li>Sustainable Capacity Building in The Supply Chain</li> </ul>	<ul style="list-style-type: none"> <li>Enhancing Product and Service Technology Oriented</li> <li>Providing the Opportunities of Employment</li> <li>Engaging in Social Welfare</li> </ul>

# 03

# Product and Service



Excellent products and services are important guarantees for promoting the long-term and high-quality development. We are committed to improving our own innovative research and development (R&D) mechanism, continuously improving product quality and service management system, and providing customers with a high-quality travel experience while ensuring product quality and safety.

## Innovation

Technological innovation is an inexhaustible driving force for enterprises to achieve sustainable development. We believe our autonomous driving technologies can meaningfully improve transportation safety. Approximately 43.2 million traffic accidents occur per year globally with over 90% attributable to human error. Our autonomous driving vehicles have not caused any safety incidents as of the end of this reporting period after more than 1,200 days of commercial operations on the open roads.

Currently, autonomous driving is a field full of infinite possibilities. Autonomous driving gathers many cutting-edge technologies, which has a profound impact on promoting changes in the automotive industry and shaping an intelligent future. It is also an important development direction for achieving sustainable social development. Based on excellent R&D innovation capabilities and a sound R&D management mechanism, we actively embrace industry change, always adhere to independent innovation, deepen cooperation, exchange, and experience sharing with leading global enterprises, create globally leading autonomous driving technology and commercialization process, and fulfill our mission.

We believe our strong research and development capability is our principal competitive strength. We have invested a significant amount of time and resources in research and development to solidify and maintain our industry leadership in the market. We have built a world-class team that is focused on rigorous engineering. As of the end of the reporting period, the Company had over 500 top-notch engineers worldwide and the R&D employees accounting for approximately 80% of the total workforce.

**500<sup>+</sup>**  
top-notch engineers  
worldwide

R&D employees accounting  
for approximately  
**80%**  
of the total workforce

We explore the super application of deep learning in autonomous driving, and design and develop a universal software and hardware platform for autonomous driving, WeRide One, which integrates full-stack software algorithms, modularized hardware solutions, and a cloud-based infrastructure platform. It realizes the full scenario, all-weather autonomous driving of urban open roads, and possesses the capacity for continuous learning and iteration. Adapting to the changing automobile form and traffic mode in the future, autonomous driving can eliminate dangerous human driving behaviors such as drowsy driving and drunk driving, and greatly reduce the traffic accident rate. At the same time, relying on the super advantages of its AI algorithm, it achieves digital monitoring, intelligent scheduling, and efficient operation, providing effective solutions to alleviate urban congestion, and achieving safe, green, economical, and efficient unmanned driving for everyone.



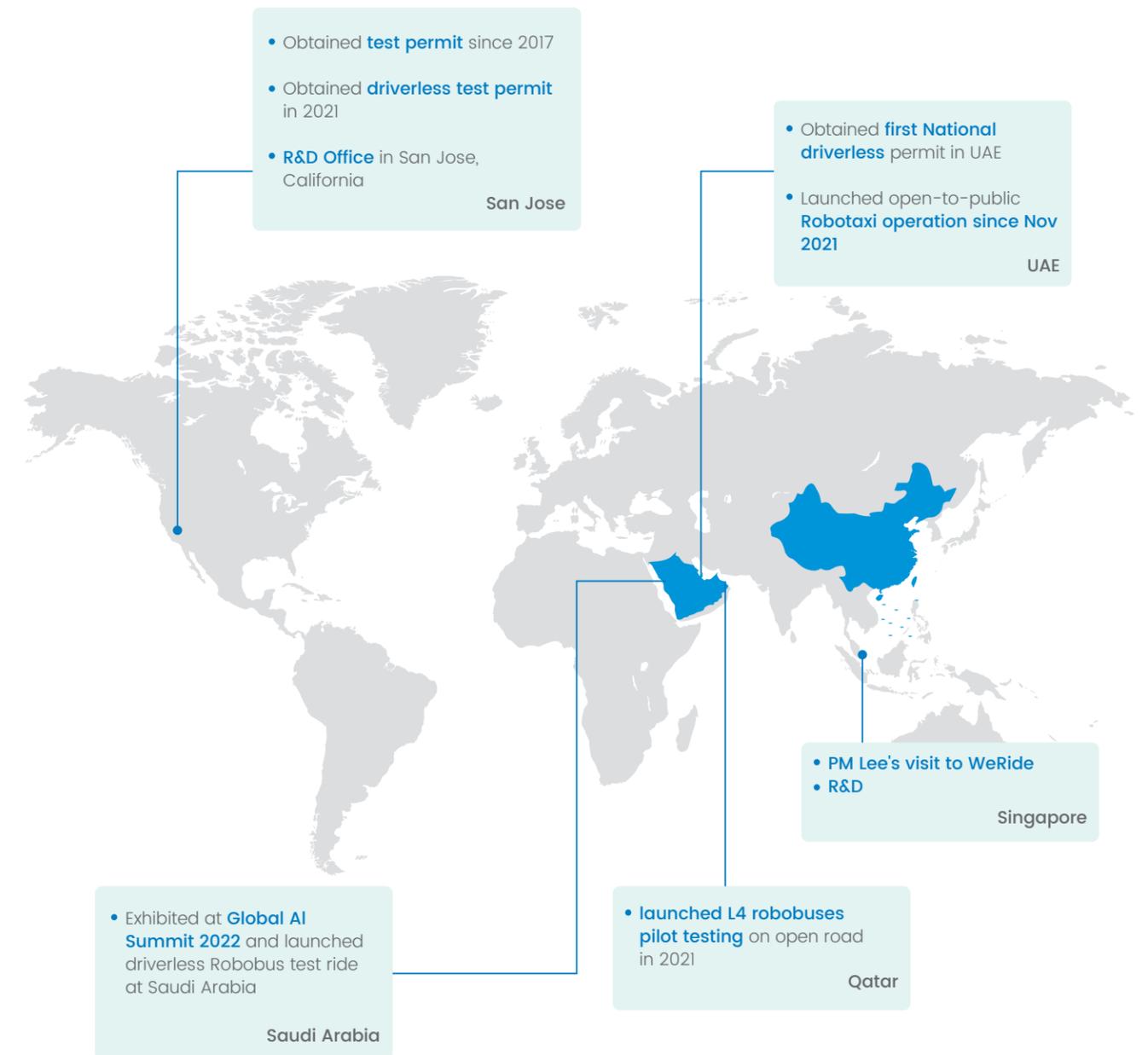
Diagram of the Company's full-stack technology

We have released a new generation of sensor kit, WeRide Sensor Suite 5.1. With innovative compatibility design and highly integrated technical solutions, it continues the distributed design philosophy for autonomous driving sensor suites, and further improves its modularity, compactness, and integration, tailored to meet the advanced autonomous driving demands of L3 for large-scale production. Through different configuration combinations, WeRide SS 5.1 can easily achieve different levels of autonomous driving perception capabilities, from L2 to L4, with flexible adaptation to various driving scenarios, greatly reducing subsequent adjustment and maintenance costs.



## Enhance Internationalization Level

We have actively responded to the national "the Belt and Road" policy, promoted the internationalization strategy, and landed in 26 cities in 5 countries around the world through diversified landing methods such as R&D and market internationalization. In the future, we will gradually expand its global high-quality customers, suppliers, and R&D resources based on China's R&D center to build a global network of WeRide.



*Established in China with Global Footprint From China to global*

# Quality and Safety Assurance

We adhere to the principle of safety first and are committed to making every autonomous driving trip reliable. We strictly abide by the *Consumer Protection Law of China*, the *United States Mark Wilson Moses Guarantee Law*, the *United States Product Liability Law*, and other relevant laws and regulations at home and abroad. During the development of the autonomous driving platform, we take ISO 26262 as the safety basis, improve the quality management system of product services step by step, and prepare safety specification documents such as the *Autonomous Vehicle Operation Manual*.



WeRide's ISO 26262 Certification

During the production stage, we are committed to continuously improving remote system safety by providing and upgrading standardized products.



By integrating the design and production of components such as computing units, displays, monitoring devices, and steering wheel kits for remote system devices, we are able to reduce the operational risks caused by accidental disconnection of equipment connections, improper operation of seats by personnel, and increase equipment stability

Increase safety supervision and accident accountability capabilities, and add remote safety officer monitoring modules



Based on the R&D needs of autonomous driving products, we have established an environmental reliability laboratory within WeRide to improve the product reliability and stability of autonomous driving parts, enhance market competitiveness and customer satisfaction

At the same time, we actively carry out relevant safety assessments to ensure product quality and safety:



The autonomous driving technology has passed the "Intelligent Connected Vehicle Test and Evaluation Report" issued by the Saibao Laboratory of the Ministry of Industry and Information Technology's Fifth Institute of Electronics. The test includes 30 key test items for autonomous driving functions and performance, including traffic signal recognition and response



Robobus has passed multiple tests, including the "GB7258 Compulsory Project for Safe Operation of Motor Vehicles" issued by the National Motor Vehicle Quality Supervision and Inspection Center (Chongqing).

To achieve L4 level autonomous driving technology, WeRide has developed various software and hardware-integrated solutions, and conducts corresponding testing runs every day. Any new software release comes with design documents, and the relevant content will be reviewed by a special committee. The review process includes integrity check, unit test, Integration test, benchmark and regression test, structural test, private and public road test, etc. Most software vulnerabilities and permissions will be captured by at least one testing component. In addition to multiple rounds of pre-launch review testing, the safety officer and the vehicle intelligent driving system will guarantee the safety of passengers.

## Test release stage

- **Software Simulation:** We have developed a complete simulation software suite which can simulate thousands of scenes and score the software performance according to a detailed and reasonable scoring system.
- **Code Checking:** Multiple tools such as version management system with a complete production line and quality assurance process have been developed and deployed in order to analyze the entire code base, automate the version release process, and enable engineers to reduce manual operations and increase code quality.
- **Engineer Test:** Encourage engineers to participate in road tests on a regular basis and collect feedback from test passengers and safety drivers to gain critical insights and comprehensively measure the safety and comfort of the system.
- **Autonomous Driving Test:** Test the vehicle operation design according to the relevant test specifications of California DMV and China. During the test, the 5G monitoring system will pay attention to the vehicle status in real time and protect the vehicle escort.

## Driving stage

- **Mapping and Localization:** We have implemented a comprehensive quality assurance procedure for HD-Maps. The simulation-validated voice map function will also ensure safe route planning and timely road emergency.
- **Test Driver Monitoring System:** Based on artificial intelligence system, real-time fatigue analysis and distraction warning are given to test drivers to ensure good and safe driving conditions.
- **Safety Driver and 5G Monitoring System:** Equip the test vehicle with a safety driver who has received extensive training to provide manual control of safe autonomous driving. In the meantime, the 5G remote system will provide drivers with intelligent and timely feedback of vehicle performance.



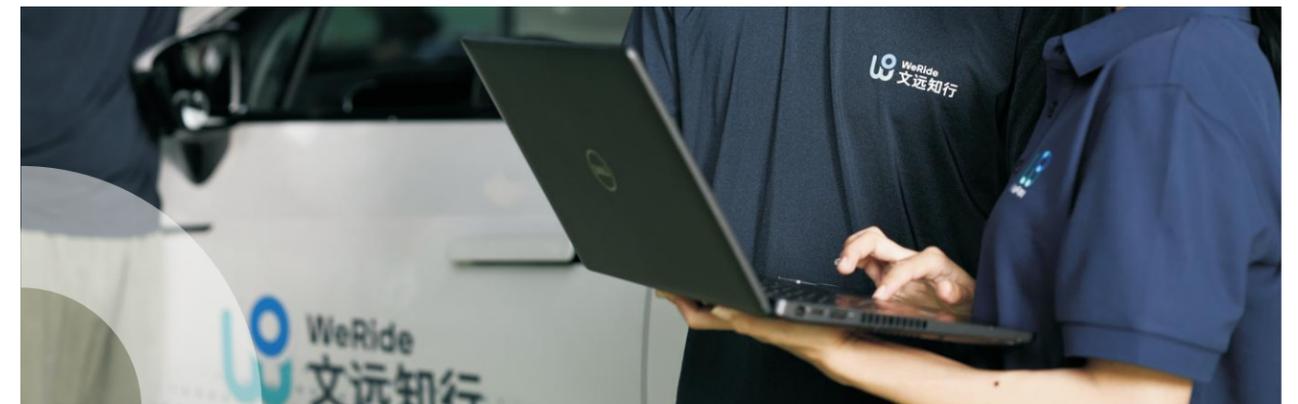
We have established a comprehensive tracking and monitoring mechanism and an after-sales team to provide timely solutions regarding vehicles and operations, quality issues and other matters in order to increase product safety. During the delivery phase, we also provide safety training to the customers' safety officers. Before beginning employment, safety officers must accomplish the training.

## Information Security and Privacy Protection

We fully understand the importance of information security for our users and make great efforts to protect the security of their personal information. We are committed to maintaining users' trust and adhering to the principles of information security protection, including consistent rights and responsibilities, explicit purpose, consent selection, minimum adequacy, security guarantee, and transparency. In addition, we promise every user that we take corresponding measures to ensure the security of their personal information in accordance with well-established industry standards.

The Company strictly follows the *Cybersecurity Law of the People's Republic of China*, *Emergency Response Law of China*, *ISO/IEC27001 (2013)*, *ISO/SAE21434*, *UNECE WP.29 TF-CS/OTA*, and other laws and regulations and network security management system guidelines and builds an information security management system based on the PDCA principle. WeRide's vehicle-to-everything (V2X) is mainly divided into three parts: autonomous drive system, ride-hailing order and vehicle monitoring, and In-vehicle and off-vehicle communication. The "Information Security Organization Structure of WeRide", "Data Security Strategy of WeRide" and "WeRide Vehicle-to-everything Business System Manual" clearly require the maintenance management, staffing, system construction, emergency response, and other aspects of enterprise network security and vehicle-to-everything network security.

To promote top-down management of data privacy and network security, the Company has established an Information Security Steering Committee to comprehensively lead its information security and compliance work, with support from the Information Security Supervision Committee (responsible for overseeing information security management) and the Information Security Planning Committee (responsible for developing information security strategies and plans). In addition, the Company engages the services of third-party legal firms to conduct compliance self-examination and rectification, as well as to provide legal counsel on data privacy and information security.



In terms of information security management, the Company has set up an information security working group. It is independent of the responsibilities of other departments and responsible for information security management, maintenance, and execution, emergency work, and is divided into two working groups according to corresponding functions:



**Information Security Working Group**

composed of representatives from the security department and other development departments (such as data and product departments), responsible for planning, developing, and managing the Company's information system security.



**Execution/emergency working group**

composed of a security administrator, security auditor, system administrator, network administrator, application administrator, database administrator, server room administrator, system operation and maintenance personnel, is responsible for the formulation and release process related to security assets.

In terms of identifying and preventing information security risks, the Company has taken a series of measures to ensure controlled state resources, technology, management, and other factors related to information security, protect IT assets from unauthorized access or attacks, and maximize the prevention of various information risk factors.

**Data transmission**

- We use HTTPS and adopt certification requirements to enable encrypted transmission of data in the production environment.
- Our cloud service providers conduct regular security assessments and vulnerability scanning and provide regular security updates and patches.

**Data storage**

- We use encryption for data in storage media to protect against unauthorized access or processing in accordance with applicable laws and regulations.
- Offline files can only be accessed through a specific software and hardware system.

**Data access**

- We implement a stringent data access control system to ensure that only authorized personnel can view and retrieve data from our data repositories and in a manner that meets security, privacy and compliance requirements. Our employees are granted access to the minimum extent that is necessary to fulfill their job responsibilities and are required to go through strict authorization and authentication procedures for data access.

**Backup and recovery**

- Data is stored in multiple sites to provide for redundancy when disaster strikes. In the event of failure in any of our data centers, the back-up site helps to ensure minimal to no downtime so we are able to immediately adopt a plan for data recovery.

**Information security procedures and system**

- We have a vulnerability management system that is able to report and rectify security breaches. Emergency response plans are in place to handle data breaches or other security incidents.

**Prevention of data leakage**

- We have adopted data encryption, data leakage prevention and monitoring, and other common security measures for our office equipment, network and telecommunication devices. We have additionally enabled customized data leakage prevention software and security policies on computers of our R&D engineers to guard against unauthorized access or transmission of data.

As one of the most important international standards in the field of automobile network security, *ISO/SAE 21434* standard defines the requirements for network security risk management of automobile electronic and electrical systems, encompassing the entire life cycle, including concept, development, production, operation and maintenance, and scrapping. It aims to prevent the vehicle-to-everything from encountering related attacks by enforcing network security processes in the development life cycle and ensuring the network security of intelligent connected vehicles.

Today, the Company has passed the certification of *ISO/SAE 21434 Road Vehicles - Network Safety Engineering*, which marks that the Company's high standard network security management system has been recognized by the industry authority, and the entire life cycle of its autonomous driving products, such as research and development, production, and operation, meets the requirements of international standards and can provide network security products that adhere to best practices.



WeRide's ISO/SAE 21434 Certification

# Intellectual Property

Protecting intellectual property is protecting innovation. The Company follows the national standard *GB/T 29490-2013 Intellectual Property Management System Specifications* and passed the intellectual property certification since 2019. We have established a relatively complete intellectual property system, including *Patent Application Management Measures, Patent Award System, Patent Classification Index, Trademark Management Procedure*, and *Copyright Management Procedure*. The system targets patent applications and grading and standardizes the management of patent rewards, trademarks, copyright, and other matters. The Company has joined the Guangzhou Development Zone Intellectual Property Association, Guangzhou Intellectual Property Development Federation, and Guangdong Intellectual Property Association to actively communicate with other enterprises in the provincial and urban areas and continuously improve its intellectual property management capabilities.

During the reporting period, the Company was awarded

- Guangzhou Development Zone Intellectual Property Advantage Enterprise
- Guangdong Provincial Intellectual Property Demonstration Enterprise
- the 24<sup>th</sup> China Patent Excellence Award

The Company respects others' intellectual property rights and never infringes on them without permission, as stipulated in the *Employee Manual* and *PIIA*. Meanwhile, we actively apply for and maintain patents, software copyrights, and trademarks, and strengthen the development, application, management, and protection of intellectual property.

Since its establishment, the Company has actively conducted intellectual property application and registration work in various autonomous driving R&D achievements, including localization, perception, planning and control, infrastructure and vehicle modification.

As of December 31, 2022

**831**

issued and pending patent applications

**231**

trademarks

**26**

copyrights globally

To further strengthen the awareness of intellectual property protection and continuously improve its intellectual property output capacity, the Company organizes a series of intellectual property training and incentive mechanisms:



The Company integrates intellectual property modules into employee onboarding training to help new hired employees clarify the intellectual property policies and related systems and enhance their awareness of intellectual property protection.



The Company provides various forms of intellectual property and patent-related training for employees, including two intellectual property training sessions per year, that covers fundamental patent knowledge, patent mining methods, technical disclosure book compilation, patent system operation training, and other dimensions, continuously improving the patent production ability of R&D personnel.



The Company conducts regular specialized training and knowledge sharing for various R&D departments, fostering an environment conducive to innovation by means of patent mining, case study, and thematic patent discussions.



The Company provides intellectual property honors and rewards exclusively for employees, ensuring that their intellectual efforts are rewarded and recognized through various incentive methods.



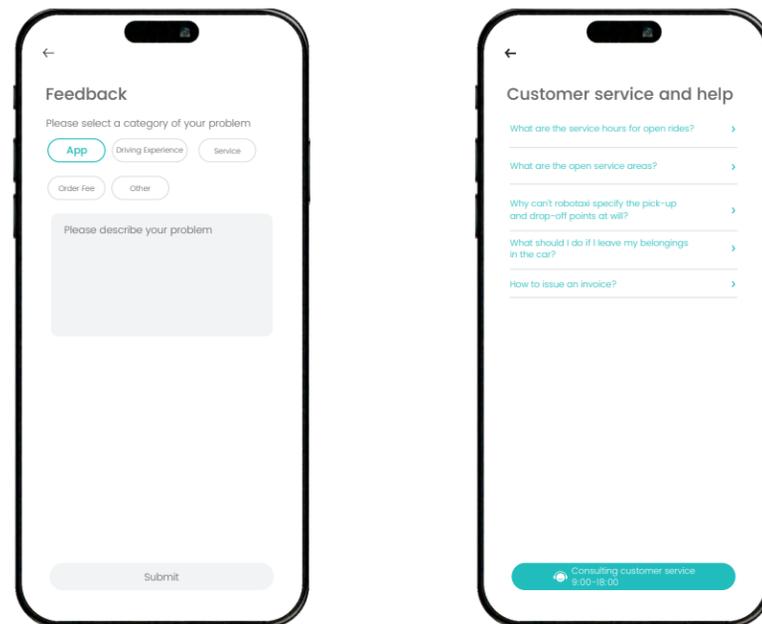
Photo of Patent Invention Team Contribution Award Ceremony

## Customer Service

To improve customer service levels, WeRide adopts a model that integrates standard and customized services. Besides, it carefully listens to customers' suggestions and requests, constructs a comprehensive customer service system, and guarantees the service experience and rights of customers.

## Customer Complaint Management

To create more value for our customers, we place a premium on user experience and customer interests, and we respond promptly to their diverse communication demands. The Company has established a professional service team and a multi-channel feedback mechanism to closely track the handling of complaints on websites, phone calls, and other related matters. It standardizes the process of handling customer complaints and categorizes feedback based on the severity, urgency, and other dimensions of a problem. Government and enterprise users can contact business departments directly, and each institutional user has a designated contact person. Individual users can provide feedback directly through the "Feedback" section of the WeRide Go App. Our customer service team compiles complaints and offers feedback.



Feedback page & Customer service page of WeRide Go App

## Customer Satisfaction Survey

WeRide, in collaboration with Tsinghua University, has released China's first *L4 Robotaxi Trial Operation Report*.

In the first month of trial operation,



## Emergency Service Guarantee

The Company implements customer service management through the development of *The Service Guarantee Emergency Plan*. It establishes an emergency command center, formulates procedures and corresponding measures for emergencies, and takes preventive and early warning and emergency service measures for fire protection, transportation, electricity consumption, environment, and other types of events.

Moreover, under the supervision and guidance of a product manager, we have passed daily, quarterly, and annual tests to minimize potential human errors and enforce every test step that must be completed prior to release. In response to prospective safety hazards, the Company has also conducted a comprehensive assessment. Equipped with vehicle safety officers who implement remote monitoring on a platform, passengers can get emergency guidance on the vehicle configuration information or user manual to accomplish comprehensive process safety management.

04

# Green and Sustainable Development



We fully understand the importance of environmental protection and the sustainable development of enterprises. Based on the concept of green development, WeRide is devoted to monitoring the carbon emissions in production and operation, reducing the impact on environment and promoting green and low-carbon sustainable development, as part of our efforts to follow the national development strategy and support the fulfillment of Carbon Peaking and Carbon Neutrality Goals.

## Low Carbon Travel

Adhering to the corporate strategy of energy conservation and emission reduction, we place a significant emphasis on technological innovation, new energy and electrification. All of the autonomous driving vehicles we develop, sell, and operate are new energy vehicles. In addition, cooperating with Hengyun Group and Hyundai Motor with the cutting-edge hydrogen fuel cells and autonomous driving technologies, we built the world's first driverless hydrogen car demonstration area in Huangpu District and Guangzhou Development Zone and developed the world's first hydrogen-powered driverless sanitation vehicle.



WeRide New Energy Vehicles

## Clean Production

Our Company strives to enhance energy efficiency in line with domestic and international environmental regulations and standards while staying abreast of technological advances in processing. Moreover, we actively promote green design to minimize the environmental impact throughout the lifecycle of autonomous vehicles. In addition, we continuously iterate and optimize the waste management system, employing scientific design and equipment control to reduce emissions and mitigate the impact of various pollutants on the environment.

## Resource Conservation

Considering that all our operating vehicles are electric, we identify carbon emissions related to energy use as our primary source of emissions. We focus on reducing the overall energy intensity of the Company and saving energy use.

In daily operation, we continuously reduce energy consumption and corresponding carbon emissions during vehicle operation through measures such as lightweight design and production process optimization.



### Lightweight design helps reduce carbon emissions throughout the entire lifecycle of vehicles

In 2022, we released a new generation of sensor suites, *WeRide Sensor Suite 4.0*, with innovative compatibility design and highly integrated technical solutions to create the industry's first small-scale and lightweight sensor suite combination, providing precise and stable autonomous driving perception for different passenger models.

Through the high integration of sensors, *WeRide Sensor Suite 4.0* achieves a significant reduction in length, width, and height, with a volume of 1/6 that of the previous generation *WeRide Sensor Suite 3.0*, only occupying less than 0.4 square meters of the roof area. At the same time, the weight has been reduced to 20% of the original, with a net weight of 13 kilograms, the lightest in the L4 level autonomous driving industry.



WeRide has implemented continuous process advancements in the production, assembly, and green transformation of autonomous driving sensor suites in order to minimize resource consumption.



Utilize integrated welding technology and eliminate inverters to reduce the use of raw materials and environmentally unfriendly auxiliary materials.



Optimize the model of accessories and adapt to multiple vehicle models, and reduce the rate of defective parts.



Modernize structural parts, reduce the size of original materials, improve the utilization rate of materials, and reduce the resource cost of raw materials.



Standardize the calibration process of the sensor suite, reduce the calibration of each vehicle to a minute level, reduce the long-term operation demand of high-performance host, and reduce energy consumption.



Minimizing the time required to collect data during vehicle operation after sensor loading, which can reduce vehicle operation by more than 2 hours and vehicle energy consumption.



Efficient use of integrated bench to organize the wiring harness and sensor, reduce space utilization and the debugging time. Utilize remote power to turn off the device when not in use to save energy.

Process Improvement

### Optimized Efficiency in Machine Shop

The Company adopts an integrated design and optimizes the layout of the machine shop, which effectively plans the sub-assembly area, maintenance area, and production area. It enables mass assembly of components, improving the efficiency of material distribution from the packaging area to the production area, increasing assembly efficiency by over 60%, saving logistics delivery time by over 80%, and increasing vehicle output efficiency by over 50%.

Through the development of the "General Assembly Management Process", the Company has taken measures to better optimize the process and improve efficiency, thereby saving workshop water and electricity consumption. These measures include process layout, process optimization, standardized training, and internal technical exchange to achieve quality problem tracking, task management, repair personnel management, work hour management, material management, and etc.

### Green Material Selection

The Company places a high priority on protecting of the atmospheric environment during the production process, actively employs green and environmentally friendly materials, and gradually promotes the reduction and substitution of harmful substances with green, harmless, and recyclable materials. For example, using low VOC emission materials and other methods reduces the generation and emission of pollutants and reduces environmental pollution.

Furthermore, the Company has implemented a series of material usage improvements and optimizations, such as the use of automotive-grade electrical harnesses, cooling hoses, ROHS-certified adhesives, etc., to meet VOC odor environmental testing standards.

Today, we are testing and operating a fleet of approximately 600 autonomous driving vehicles, with over 20 million kilometers of autonomous driving test mileage, a cumulative carbon reduction of 2,807.52 tons, and a fuel saving of 2 million liters.

## Waste Management

We are dedicated to enhancing waste management through the 3R (Reduce, Reuse, Recycle) approach. We adhere rigorously to Chinese laws and regulations, including the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*, as well as the *U.S. Solid Waste Disposal Act*, along with other international conventions and practices. Internally, we have implemented various policies to bolster waste management, minimize waste generation, and foster recycling.



### Waste Water

WeRide strictly abides by the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Regulations on Urban Drainage and Sewage Treatment*, the *Administrative Measures for Sewage Discharge Permits (for Trial Implementation)*, and the *Federal Water Pollution Control Act of the United States* and other national and local relevant laws and regulations on wastewater discharge and prohibit the discharge of untreated wastewater into natural waters.

Sewage treatment facilities have been installed at each of our major operating locations for pre-treatment of domestic wastewater until its quality meets official standards or relevant standards specified by the sewage treatment contractor and then handed over to the sewage treatment contractor for further treatment and discharge.



### Waste Emissions

We strictly comply with domestic and international laws and regulations such as the *Law of the People's Republic of China on Environmental Prevention and Control of Solid Waste Pollution* and the *U.S. Solid Waste Disposal Act* to continuously regulate and reduce waste emissions. Primarily generated during operations, including used vehicle parts and waste oil and fluids, the hazardous wastes are centrally stored in dedicated storage areas and collected and processed by authorized contractors.

# Green Office

To support environmental stewardship, we prioritize buildings with green certifications and implement measures to reduce the use of resources when leasing new space. For example, our headquarters are located on Guangzhou Bio Island, where the first all-buried water reclamation facility was constructed. In addition, our office in Nanjing was awarded a two-star green building certification.

We cultivate the employees' awareness of saving energy and reducing emissions through administrative training and posters and encourage them to embrace eco-friendly lifestyles. During the period of the report, we continuously updated green office practices and reduced daily energy costs through the following actions to create a low-carbon and energy-saving work environment jointly.

## Paperless Office

- Encourage to adopt a paperless office

## Reduce the Frequency of Travel on Business

- Promote actively online office and meeting, reduce business travel

## Reduce the Consumption of Resources

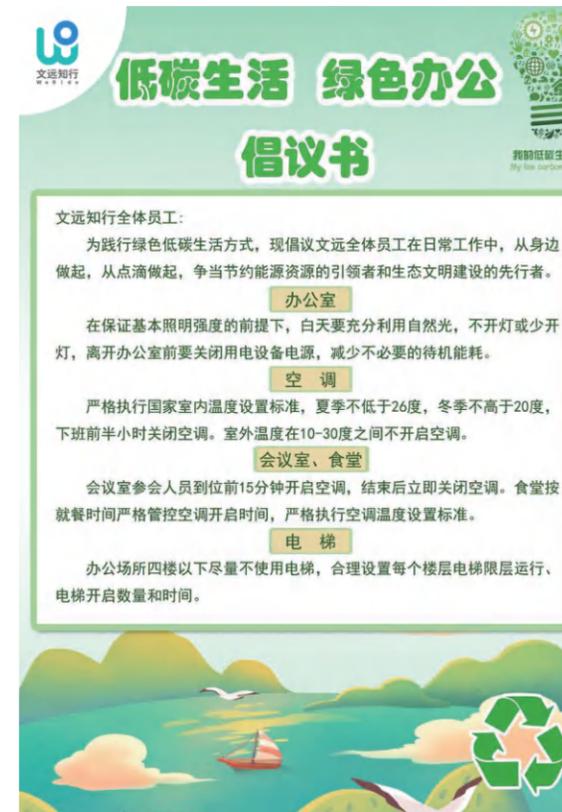
- Use LED lights, and try to use daily lighting
- Encourage to print on both sides and in black and white, to save paper
- Require employees to turn off all the lights and equipment, to avoid waste of energy
- Control the opening time of air conditioners, set a suitable temperature range
- Arrange reasonably the elevator operating floors, amount and time
- Encourage employees to commute by public transportation, and provide electric Robobus shuttle service, new energy charging piles, and other ways to reduce the frequency of employees driving private cars, promote low-carbon commuting
- The faucets are equipped with electric induction water outlet devices
- Encourage employees to use their own eco-friendly tableware or company-supplied reusable tableware, to reduce the use of disposable lunch boxes and disposable chopsticks

## Cultivation of Environment Protection Awareness

- Encourage employees on lower floors to take the stairs
- Post signs on water conservation in the tea break area
- Post reminders of turning off the light in the office area

## Garbage Disposal

- Apply garbage sorting system



Green Office Initiative Letter



Poster of Turn the lights off when you leave



Poster of Save Printing Paper to protect forest



Poster of Please Bring Your Own Water Glass

Slogans of Resource Conservation

05

# Build a Harmonious Business Ecosystem



Our Company is dedicated to long-term growth in collaboration with our partners. By perpetually improving supply chain management, we aim to foster strong, equitable, and transparent partnerships, thereby cultivating a favorable environment for mutual development and shared benefits. Additionally, we actively support and engage in social welfare initiatives, contributing to community development and fostering positive interactions between our Company and society through concrete actions.

## Create Job Opportunity

Creating jobs is an essential aspect of social contribution. As the business model for autonomous driving expands, labelling personnel are in high demand. The Company provides specialized skills training for labelling positions and supports employees develop their abilities. These positions lowering educational and gender-based employment barriers, allowing related positions accessible to those with disabilities, and providing employment opportunities beyond agriculture and manufacturing in low-tier cities.

As of the end of the reporting period, our labelling bases located in Anqing, Datong, and Guangzhou have created thousands of jobs for local employees, thereby strongly bolstering the region's ability to retain high-quality talent and expanding employment opportunities.

## Promote Industrial Upgrade

The United Nations Global Compact released a carbon-neutral report, the *Corporate Net Zero Pathway*, which lists the six most emissions-intensive infrastructure sectors in energy consumption, with transportation at the top. This report also suggests those companies to prioritize autonomous driving technology as the most important one for early layout and investment. China also emphasizes autonomous driving as a measure to realize "carbon neutrality", and the *14th Five-Year Plan* specifies the aims of "achieving carbon peak by 2030 and carbon neutrality by 2060". It also proposed a coordinated development of both vehicles and roads for autonomous driving services. The increasing popularization of autonomous driving is helpful in reducing motor vehicles holdings, ineffective public transportation supply, and carbon emissions produced from parking. Consequently, the traffic transportation efficiency could be improved and leave more urban space for greenery coverage.

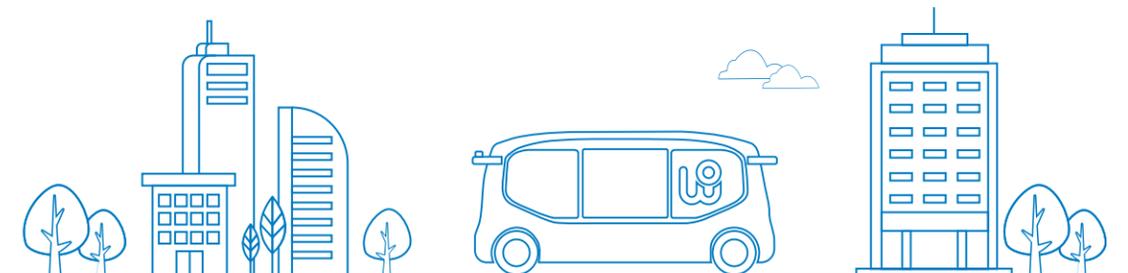
### Develop Industry Collaboration and Expand Autonomous Driving Scenarios

WeRide promotes the application of new energy in autonomous driving products. Currently, the Company has established a strong alliance with world-class OEMs and Tier-1 suppliers, including Nissan, GAC Group, Yutong, JMC, Hyundai, and Bosch, as well as logistics and urban service providers and other partners. We have been conducting in-depth cooperation in the manufacturing, modification, and application of new energy autopilots, while exploring commercial opportunities and continuously expanding the types of autonomous driving vehicles, coverage of vehicle models and application scenarios. Our goal is to help more people enjoy high-quality autonomous driving experiences.

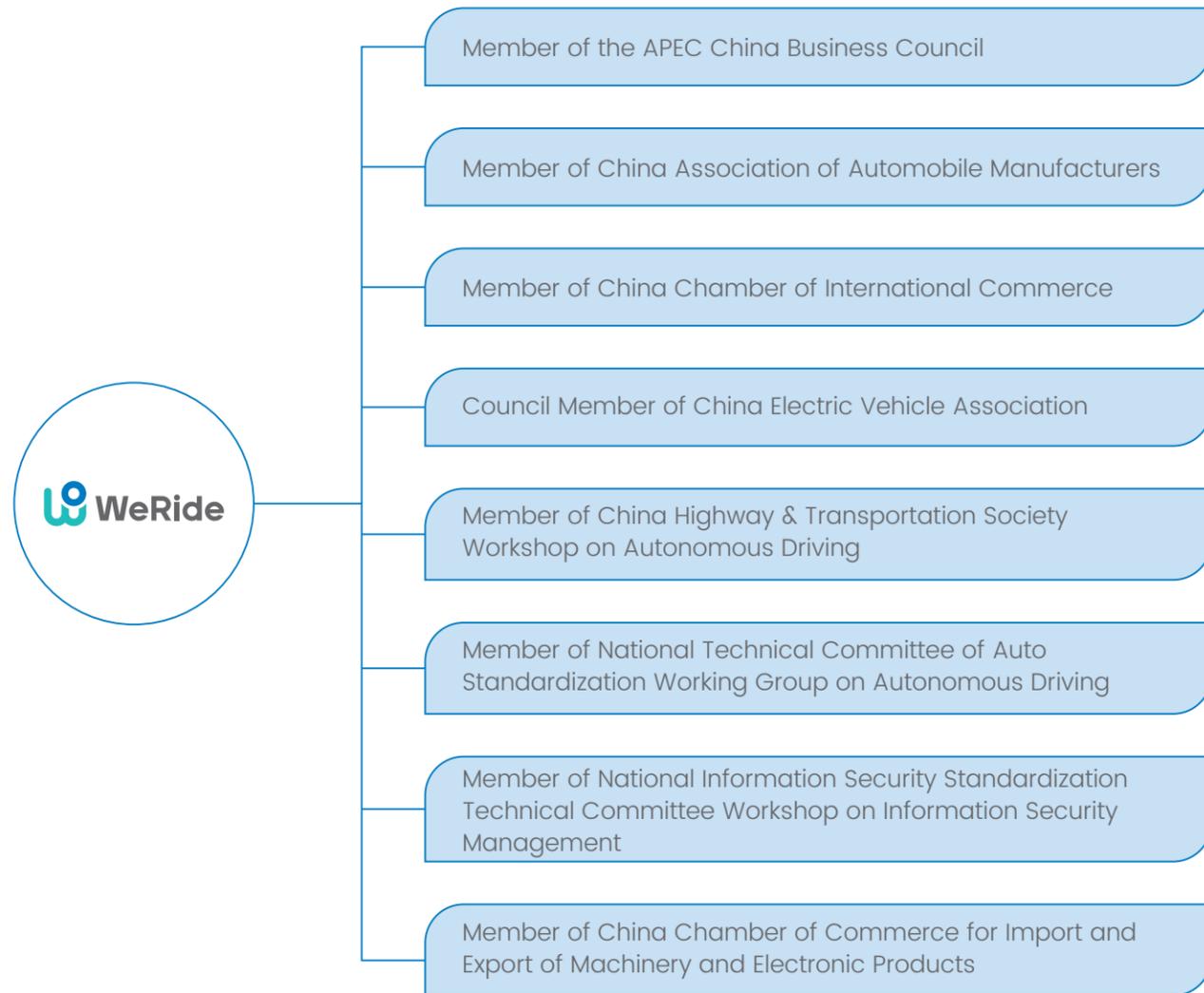
WeRide actively fosters mutual learning and collaboration with our stakeholders, enhances industry chain synergy, and grows together.

### Develop Massive Emerging Markets and Industrial Transformation

We have always been at the forefront of the industry since establishment. We have jointly established the first 5G remote monitoring center in China with China Unicom and have collaborated closely with industries leaders such as Bosch, Johnson Electric, NVIDIA, Hesai, RoboSense, and Horizon Robotics. We are dedicated to building a win-win, sustainable ecosystem, developing innovative autonomous driving transportation solutions, serving as an example, and providing results for industrial transformation and upgrading.



WeRide actively joins industry organizations and continuously strengthens communication within the industry.



## Improve Responsible Supply Chain

Committed to strengthening links with international industrial chains and economic and trade cooperation with global players, WeRide strives to collaborate with our suppliers to explore sustainable business models and advance the safe, stable, and modernized development of industrial chains. Following the principle of justice, equity, openness, and transparency, we endeavor to advance supply chains management. We established a management system and improved the mechanism for strengthening communication and coordination with suppliers.

Through regular review and revision of policies on supplier management, such as the *Code of Conduct for Suppliers* and *Assessment Guidelines on Potential Suppliers*, we have been improving the capabilities of suppliers in terms of development and selection of suppliers and performance monitoring, reducing the supply chain risk, and ensuring stable production and operation. Meanwhile, on the basis of quality, service, technology, and price, we have guided suppliers to practice sustainable development in energy conservation and emission reduction, lean production and active participation in social activities.

## Supplier Access Criteria

When selecting suppliers, we not only evaluate standard indicators, including quality level, delivery capability, price level, technical capacity, executive-level support, after-sales service, industry reputation, cooperation status, etc. , but also examine their performance in environmental protection, such as by requesting a copy of their ISO 45001 or ISO 14001 certification.

Meanwhile, to promote the green development of the supply chain with suppliers, we try to cooperate with talent-intensive suppliers that agree with our strategy and play a leading role within the industry. We sign anti-corruption and other compliance documents with newly cooperating suppliers to reduce supply chain risks and protect mutual interests.

## Supplier Capability Monitoring

Strictly conducted the *Assessment Guidelines on Potential Suppliers*, we have raised specific requirements for suppliers involving their management, technology development, quality, production, project, logistics and supply, sub-supplier management, and cost management. We have also designed specialized auditing programs for various categories of suppliers. With regard to long-term suppliers, we conduct the process audit and product validation during the development of new projects, and we have a structure and resources for auditing the process in the event of quality issues. We are establishing a performance monitoring system covering quality benchmarks, delivery timeliness, and annual cost reduction for volume-based suppliers. We take punitive measures such as fines and business freezes, against suppliers with insufficient monitoring capabilities and product recalls or customer complaints resulting from poor product quality.

06

# Put People Foremost



Talents are the cornerstone of the operation and development of WeRide. Considering employees as the most valuable assets, our Company pays great attention to personnel development and fully respects and protects the fundamental interests of every employee. We have optimized the incentive mechanism, prioritized employee health and safety, and created a working environment featuring harmonious development and sound interaction between enterprises and employees. To facilitate the growth of our employees and the Company, we have set up a talent team that shares our Company's culture and possesses an entrepreneurial spirit.

## Protect Legitimate Rights and Interests

WeRide strictly abides by the *Labor Law of the People's Republic of China*, *Labor Contract Law of the People's Republic of China*, *National Labor Relations Act of the United States*, *Fair Labor Standards Act of the United States*, and other laws and regulations of places where we conduct the operation. The Company has also implemented internal regulations such as *Employee Manual*, *Anti-Sexual Harassment System*, and *Manual for American Employees* to ensure employee compliance. Centering on talent development, we provide competitive salary and benefits, provide diversified training for employees and develop with them together.



The culture of our Company is shaped and abided by all employees. Employees can perceive, acknowledge and observe the code of conduct and judging criteria. At various phases of the Company's and employees' development, our culture will also evolve.

WeRide follows the principles of open recruitment, equal competition, and merit-based selection in recruitment, which makes our employment mechanism more reasonable and scientific in the utilization, training, and development of talents. We encourage employees to recommend themselves or their outstanding peers for job vacancies. We offer referrer incentives after candidates pass the probation period.

In strict accordance with the principle of diversity, inclusiveness, and non-discrimination in recruitment, WeRide provides employees with equal employment opportunities and conditions and resolutely fights against employment discrimination. We have made the following regulations:

- Shall not refuse to employ women or raise the recruitment standards for women due to their gender.
- Shall not discriminate against workers based on their ethnicity, race, or nationality.
- Provide proper care to ethnic minority workers in accordance with the law.
- Shall not discriminate against people with disabilities.
- Shall not discriminate against citizens who believe in or do not believe in a religion.
- Shall not provide workers with different treatments on the grounds of age and marital status.
- Shall not refuse to employ certain workers on the grounds of carrying infectious diseases.
- Shall not impose discriminatory restrictions on rural workers who seek employment in cities.

## Labor Compliance

WeRide strictly abides by local laws and regulations on employment. All our businesses are subject to human rights assessments. All our employees are required to attend training on human rights policies and procedures. We comply with related labor laws in the country/region where our offices are located. We firmly guarantee employment compliance and avoid employing child labor. When handling entry formalities, all employees are required to submit complete personal documents, work permits, and identity cards. Our human resource department ensures that every employee meets age requirements and that his or her interests are protected.

In addition, to better protect employees' rights and interests, WeRide will only assign work to employees after friendly communication about their positions and responsibilities so that the development of the Company's businesses corresponds with the employees' personal skills and abilities.

During the reporting period, the Company has established a labor union. When matters affecting the personal interests of employees arise, the Company will consult with the labor union in advance to confirm the interests of the employees based on one or more methods of consulting with the employees, such as a meeting of the entire workforce and a public e-mail announcement.



During the reporting period

the participation rate of labor unions reached

**100%**

## Promotion of Talent Development

The Company has established comprehensive career development routes and training mechanisms for employees, strictly performed a variety of promotion and training management policies, built a career development platform and training system to stimulate employee potential, and provided proper career routes and promotion opportunities.

## Diversified Training

For the purpose of building the most excellent team, through employee training and development, WeRide helps with the development of employees and business performance. The Company sets different kinds of training, to meet the needs of its employees in different development phases. The Company combines both internal and external training resources to constantly improve the knowledge and skills of the employees.

Type	Group	Project
Management Skill Training	Middle-level Managers	Leadership Promotion Training for Once Half a Year
Specialized Skill Training	R&D Team	Coaching and Lecture from the Experienced employees
		Online Study Platform
Practical Training	Ordinary Employees	Project Practice
General Skill Training	Ordinary Employees	General Skill Specialized Training Activities
On-boarding Training	New Employee	Monthly New Employee Training Project
		Management Trainee Training Assemble

On monthly onboarding training, we invite the CEO, Tech Lead, heads of IT and HR respectively as lecturers to help employees understand our mission, vision, perspective of value, technique, business, and performance code of employees, etc., and accelerate the integration of new employees into daily work.

## Employee Performance and Promotion

*Employee Manual* clearly defines the principles of employee development and stimulation, taking competencies as guidance of promotion assessment, focusing on performance, output, future competency improvement, and the matching of the comprehensive competency of the post.

The Company has established a complete performance assessment mechanism. According to *Performance Management Methods*, all employee performance assessments should be carried out once half a year through the establishment of performance goals, the adjustment of goals, performance assessment, and performance interview and tuition. The Company can improve work performance through the closed loop of performance management. Outstanding talents of the Company can practice according to the culture and values of the Company, exert a positive influence on other team members, and support others. Outstanding talents possess dreams, a sense of mission, and a sense of responsibility. Outstanding talents are able to meet the requirement of targets and continuously perform better than expectation in the present post.

The Company has clearly defined promotion conditions and procedures, assigned appropriate management organizations for promotion assessment, and fulfilled the principles of fairness and stimulation. There are two lines of ranks in the Company: the P series of 1-12 level (for technical posts) and the M series of 5-12 level (for management posts). For the promotion of technical posts, we evaluate expertise, experience, and skill. For the promotion of management posts, we also assure employees are competent enough for relevant management posts and take management responsibilities.



Within the period of the report,

**100%** of the employees accepted regular performance and career development evaluations.

## Occupational Safety and Health

We always focus on the occupational safety and health of our employees, and strictly follow the relevant laws and regulations about occupational health of the state and the local, such as the *Labor Law of the P.R.C.*, *Law of the P.R.C on Prevention and Control of Occupational Diseases*, and *Management Method on Occupational Health Examination*. At the same time, we strive constantly to promote the occupational safety and health management system and to reduce safety accidents, thus ensuring our employees' safety.

In terms of safety, taking full consideration on the cultural difference of different localities, the Company has designed featured health assurance plans respectively for different operation sites both at home and abroad, aside from buying supplementary commercial medical insurance for its employees. Domestically, we hold relevant safety training every quarter, in order to increase safety awareness of the employees. In overseas offices, we will cooperate with local health organizations to reduce nursing and healthcare expenses for our employees. In terms of daily anti-harassment and safety training, we also invite the Occupational Safety and Health Management Bureau of the USA to carry out random evaluations on our office in San Jose.

The Company carries out quarterly safety training to constantly enhance the awareness of occupational safety and health. Meanwhile, for those special occupations such as safety officers, the Company establishes complete occupational codes on safety and operation and gives guidance on safety operation guidance for those special employees to ensure occupational safety.



Within the period of the report,

**no occupational safety issue**

### Healthy Catering and Diverse Options for Healthy Living

We care about the health of our employees and provide a clean, safe, and welcoming environment that encourages our employees to build a lasting and active lifestyle.

The Company has a professional administrative team that is responsible for the daily catering of the employees and provides healthy and individualized catering services. Meanwhile, our San Jose office provides our employees with diversified fitness options, including a variety of devices, instruments for free weights and aerobic exercise, table tennis facilities, massage chairs, and basketball shooting machines.



WeRide China Office offers various selections of healthy food



Gym in USA Office

## Support Our Employees

Our Company respects and cares for our employees and actively responds to reasonable feedback from employees, in order to promote the sense of belonging and happiness among our employees and improve the binding force of our Company.

Mainly include:

- Employee care, supporting measures, and effectiveness
- Diversity and equality, such as care for minorities or the disabled
- Work-life balance measures and outcomes, including but not limited to holiday gifts, corporate cultural activities, democratic communication channels for employees, etc.



## Compensation and Welfare of Employees

Our Company has established a comprehensive system of compensation and welfare. *Employee Manual* and *One-off Bonus Stimulation Management Method* clearly elaborate the system of salary for the employees in our Company. In addition to the employee base salary, we provide continuous compensation incentives to ensure the effectiveness of long-term incentives.

In terms of employee welfare, we clearly stipulate in the *Employee Manual* that employees are entitled to statutory holidays, annual leave, personal leave, compensation leave, sick leave, marriage leave, maternity leave, paternity leave, breastfeeding leave, funeral leave, and other leave, covering the whole process of employee entry to resignation. In addition, in terms of social insurance, we also purchase supplementary commercial medical insurance for employees, except for the Insurance and Housing Fund. In addition, based on the requirements of various departments, we have put forward the corresponding flexible working hours arrangement to help employees balance work, family, and personal obligations.

Quality Life	Talent Motivation
<ul style="list-style-type: none"> <li>Free daily meals</li> <li>Team Building</li> <li>Holiday Gifts</li> <li>Supplementary Commercial Insurance</li> <li>Medical Healthcare</li> </ul>	<ul style="list-style-type: none"> <li>Distribution of Labor Protection Necessities for Special Types of Work</li> <li>Employee Support Plan</li> <li>Income Protection</li> <li>Pre-Tax Welfare Policies</li> <li>Global Travel Assistance</li> </ul>
	<ul style="list-style-type: none"> <li>Employees SBC Incentive</li> <li>Bonus</li> <li>Project Incentive Bonus</li> </ul>

Moreover, we have worked out an employee stock plan (SBC) for our employees, enabling them to share the ownership and the right to future benefits with Company to enlarge capital, increase employee income, retain talents and ensure employee safety.

We endeavor to provide a competitive compensation and welfare system for our employees, improving and promoting their economic conditions. Meanwhile, we emphasize equal pay opportunities. Our Company emphasizes the equality of salary, and all the compensation and welfare are not affected by the race, gender, skin color, nationality, nation, religion, and physical disability of the employees.

## Employee Communication

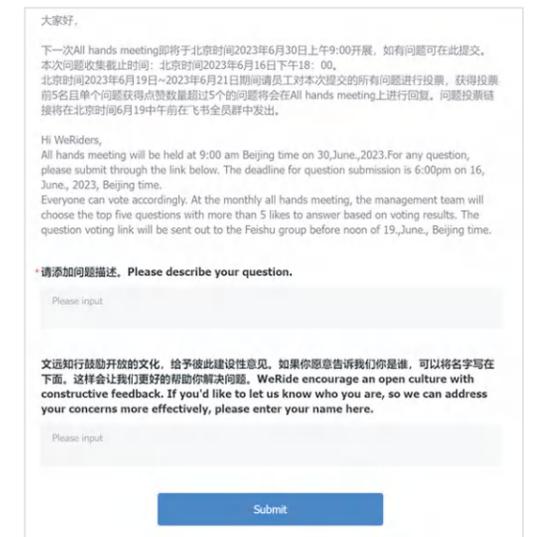
Within the period of the report, the Company was awarded



Talents are the core competitiveness of WeRide. As an important component of our HR strategy, we listen carefully to our employees to ensure the equality of labor relationships and build a good and comprehensive communication channel for employees.

We have built a two-way communication mechanism from up to down and vice versa. Through employee opinion surveys, communication channels for employees (including the monthly all hands meeting, forms, opinion boxes, etc.), work and performance assessment, group discussion, meetings, performance evaluation, seminars, lectures, communication meetings of the staff and staff inner connecting network, etc. We have built a diversity of communication channels between the administration and the staff, in order to make direct replies to employees directly and effectively improve the motivation of democratic communication.

Besides, in terms of concerns related to work, labor conditions, and relationships with other employees, our employees can submit written suggestions, complaints, or appeals to their direct team leaders, HR, or the administration according to *Employee Manual*. Direct team leaders or department leaders are required to give satisfactory replies within 3-7 days.



Employee Feedback Channels from Monthly Staff Meetings

## Anti-discrimination and Diversified Equal Opportunities

WeRide focuses on the diversity and inclusiveness of all stakeholders, whether it is for employees, consumers, or business partners. We endeavor to provide equal opportunities and strongly condemn any form of discrimination or harassment. Our workplace promotes a culture that respects individuals regardless of their race, gender, skin color, nationality, ethnicity, religious beliefs, or disabilities. We embrace gender diversity in the workforce and care about equality of career.



Within the period of the report,

**no discrimination or harassment issue occurred**

## Employee Activities and Team Building

WeRide promotes the physical and mental health of our employees by hosting a diversity of cultural activities and seeks to strengthen team cohesion. We encourage and support our employees to develop their interests and pursuits to enhance their quality of life, and have established a special budget to support the employee-organized interest team activities.

Within the period of the report, we carried out a variety of employee activities, including team-building activities like bamboo rafts making, river crossing competitions, and group trips to Disney Land and global resorts, and social events like the family day, the company anniversary, the annual party, and holiday events such as moon-cake making on Mid-Autumn Day, Halloween Cosplay, and Golfing on Christmas. We are committed to building a friendly and happy atmosphere of work, and value team building. Meanwhile, we enhance our employees communication with each other. We have worked on minimizing our employees' pressure and help everyone to balance their work and life. It is important to us that all of our employees enjoy their work and have a wonderful life.



WeRide Anniversary and Family Day



Women's Day Event on March 8<sup>th</sup>



US Office Team Building Activities



China Office Team Building Activities

## Appendix I: GRI Content Index

<b>Statement of use</b>	WeRide has reported the information cited in this GRI content index for the period from January 1, 2022 to December 31, 2022 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

GRI Standard	Disclosure	Chapter Index	Page
<b>GRI 2: General Disclosures 2021</b>			
<b>The organization and its reporting practices</b>			
2-1	Organizational details	Company Overview	7
2-2	Entities included in the organization's sustainability reporting	About This Report	1-2
2-3	Reporting period, frequency and contact point	About This Report	1-2
2-4	Restatements of information	No information restatement	
<b>Activities and workers</b>			
2-6	Activities, value chain and other business relationships	Company Overview	7
2-7	Employees	Protect Legitimate Rights and Interests	69-71
<b>Governance</b>			
2-9	Governance Overview and Composition	Governance Overview	27
2-10	Nomination and selection of the highest governance body	Governance Overview	27
2-11	Chair of the highest governance body	Governance Overview	27
2-12	Role of the highest governance body in overseeing the management of impacts	Governance Overview ESG Management	27 29-32
2-13	Delegation of responsibility for managing impacts	Governance Overview ESG Management	27 29-32
2-14	Role of the highest governance body in sustainability reporting	ESG Management	29-32

GRI Standard	Disclosure	Chapter Index	Page
<b>Governance</b>			
2-16	Communication of critical concerns	ESG Management	29-32
<b>Strategy, policies and practices</b>			
2-22	Statement on sustainable development strategy	ESG Management	29-32
2-23	Policy commitments	Business Ethics Improve Responsible Supply Chain Protect Legitimate Rights and Interests	27-28 65-66 69-71
2-24	Embedding policy commitments	ESG Management Improve Responsible Supply Chain Protect Legitimate Rights and Interests	27-28 65-66 69-71
2-25	Processes to remediate negative impacts	Business Ethics	27-28
2-26	Mechanisms for seeking advice and raising concerns	Business Ethics	27-28
2-27	Compliance with laws and regulations	During the reporting period, there were no significant instances of non-compliance, no fines or non-monetary sanctions resulting from non-compliance	
2-28	Membership associations	Promote Industrial Upgrade	63-65
<b>Stakeholder engagement</b>			
2-29	Approach to stakeholder engagement	ESG Management	29-32
2-30	Collective bargaining agreements	Protect Legitimate Rights and Interests	69-71
<b>GRI 3: Material Topics 2021</b>			
3-1	Process to determine material topics	ESG Management	29-32
3-2	List of material topics	ESG Management	29-32

GRI Standard	Disclosure	Chapter Index	Page
<b>Economic</b>			
<b>GRI 204: Procurement Practices 2016</b>			
3-3	Management of material topics	Improve Responsible Supply Chain	65-66
<b>GRI 205: Anti-corruption 2016</b>			
3-3	Management of material topics	Business Ethics	27-28
205-2	Communication and training about anti-corruption policies and procedures	Business Ethics	27-28
205-3	Confirmed incidents of corruption and actions taken	Business Ethics	27-28
<b>GRI 206: Anti-competitive Behavior 2016</b>			
3-3	Management of material topics	Business Ethics	27-28
<b>Environmental</b>			
<b>GRI 302: Energy 2016</b>			
3-3	Management of material topics	Low Carbon Travel	53
		Clean Production	54-58
302-1	Energy consumption within the organization	Low Carbon Travel	53
		Clean Production	54-58
<b>GRI 303: Water and Effluents 2018</b>			
3-3	Management of material topics	Clean Production	54-58
303-2	Management of water discharge-related impacts	Clean Production	54-58
<b>GRI 305: Emissions 2016</b>			
3-3	Management of material topics	Low Carbon Travel	53
		Clean Production	54-58

GRI Standard	Disclosure	Chapter Index	Page
<b>GRI 306: Waste 2020</b>			
3-3	Management of material topics	Clean Production	54-58
306-2	Management of significant waste-related impacts	Clean Production	54-58
306-3	Waste generated	Clean Production	54-58
<b>GRI 308: Supplier Environmental Assessment 2016</b>			
3-3	Management of material topics	Improve Responsible Supply Chain	65-66
308-1	New suppliers that were screened using environmental criteria	Improve Responsible Supply Chain	65-66
<b>Social</b>			
<b>GRI 401: Employment 2016</b>			
		Create Job Opportunity	63
3-3	Management of material topics	Protect Legitimate Rights and Interests	69-71
3-3	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Support Our Employees	76-82
<b>GRI 403: Occupational Health and Safety 2018</b>			
		Occupational Safety and Health	74-75
3-3	Management of material topics	Support Our Employees	76-82
403-1	Occupational health and safety management system	Occupational Safety and Health	74-75
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Safety and Health	74-75
403-5	Worker training on occupational health and safety	Occupational Safety and Health	74-75
403-6	Promotion of worker health	Support Our Employees	76-82
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Safety and Health	74-75

GRI Standard	Disclosure	Chapter Index	Page
<b>GRI 403: Occupational Health and Safety 2018</b>			
403-9	Work-related injuries	Occupational Safety and Health	74-75
403-10	Work-related ill health	Occupational Safety and Health	74-75
<b>GRI 404: Training and Education 2016</b>			
3-3	Management of material topics	Promotion of Talent Development	72-73
404-2	Programs for upgrading employee skills and transition assistance programs	Promotion of Talent Development	72-73
404-3	Percentage of employees receiving regular performance and career development reviews	Promotion of Talent Development	72-73
<b>GRI 405: Diversity and Equal Opportunity 2016</b>			
3-3	Management of material topics	Create Job Opportunity	63
		Protect Legitimate Rights and Interests	69-71
405-1	Diversity of governance bodies and employees	Protect Legitimate Rights and Interests	69-71
<b>GRI 406: Non-discrimination 2016</b>			
3-3	Management of material topics	Protect Legitimate Rights and Interests	69-71
<b>GRI 408: Child Labor 2016</b>			
3-3	Management of material topics	Protect Legitimate Rights and Interests	69-71
<b>GRI 409: Forced or Compulsory Labor 2016</b>			
3-3	Management of material topics	Protect Legitimate Rights and Interests	69-71
<b>GRI 413: Local Communities 2016</b>			
3-3	Management of material topics	Create Job Opportunity	63

GRI Standard	Disclosure	Chapter Index	Page
<b>GRI 414: Supplier Social Assessment 2016</b>			
3-3	Management of material topics	Improve Responsible Supply Chain	65-66
414-1	New suppliers that were screened using social criteria	Improve Responsible Supply Chain	65-66
<b>GRI 416: Customer Health and Safety 2016</b>			
3-3	Management of material topics	Quality and Safety Assurance	39-41
3-3	Assessment of the health and safety impacts of product and service categories	Quality and Safety Assurance	39-41
<b>GRI 418: Customer Privacy 2016</b>			
416-1	Management of material topics	Information Security and Privacy Protection	42-45

# Suggestion and Feedback

Dear Reader:

Thank you for reading the “2022 Environmental, Social and Governance (ESG) Report 2022 of WeRide”. In order to provide you and other stakeholders with more professional and valuable information regarding our ESG management, and to continuously improve the preparation of the report and promote the Company’s management and practice capabilities in ESG, we sincerely invite your feedback on your true feelings and enthusiastic suggestions, please donot hesitate to give us your comments!

You can email or mail us your feedback. Contact information is as follows:

**Address:** 16/F, Hejing Kesheng Plaza, Spiral Avenue, Guangzhou International Bio-Island, Huangpu District, Guangzhou, China

**Postal Code:** 510320

**Email:** ir@weride.ai

## For WeRide, which of the following stakeholder types applies to you?

- |  |  |
|--|--|
| <input type="checkbox"/> Government & Regulators | <input type="checkbox"/> Suppliers             |
| <input type="checkbox"/> Shareholder & Investors | <input type="checkbox"/> Industry associations |
| <input type="checkbox"/> Employees               | <input type="checkbox"/> Medium                |
| <input type="checkbox"/> Consumers               | <input type="checkbox"/> Public &Community     |
| <input type="checkbox"/> Partners                |  |

## Please rate the following on a scale of 1 to 5 (1 being the lowest and 5 being the highest score)

- |   |           |
|---|-----------|
| 1. Please give your overall evaluation of this report.                            | ☆ ☆ ☆ ☆ ☆ |
| 2. Please rate WeRide's performance on ESG responsibilities.                      | ☆ ☆ ☆ ☆ ☆ |
| 3. Do you think this report can reflect the environmental significance of WeRide? | ☆ ☆ ☆ ☆ ☆ |
| 4. Do you think this report can reflect the social significance of WeRide?        | ☆ ☆ ☆ ☆ ☆ |
| 5. Do you think this report can reflect the corporate governance of WeRide?       | ☆ ☆ ☆ ☆ ☆ |
| 6. Please rate the degree of information disclosure in this report.               | ☆ ☆ ☆ ☆ ☆ |
| 7. Please rate the design style of this report.                                   | ☆ ☆ ☆ ☆ ☆ |

Please leave other comments and suggestions to further improve our ESG disclosure and ESG management:

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