
**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON D.C. 20549**

FORM 6-K

**REPORT OF FOREIGN PRIVATE ISSUER
PURSUANT TO RULE 13a-16 OR 15d-16
OF THE SECURITIES EXCHANGE ACT OF 1934**

April 2025

Commission File Number: 001-39466

XPENG INC.

No. 8 Songgang Road, Changxing Street
Cencun, Tianhe District, Guangzhou
Guangdong 510640
People's Republic of China
(Address of principal executive offices)

Indicate by check mark whether the registrant files or will file annual reports under cover Form 20-F or Form 40-F.

Form 20-F

Form 40-F

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Exhibit 99.4	XPeng Inc. 2024 Hong Kong Annual Report

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

XPENG INC.

By: /s/ Xiaopeng He
Name: Xiaopeng He
Title: Chairman and Chief Executive Officer

Date: April 16, 2025

XPENG Files 2024 Annual Report on Form 20-F

GUANGZHOU, China, April 16, 2025 (GLOBE NEWSWIRE) — XPeng Inc. (“XPENG” or the “Company,” NYSE: XPEV and HKEX: 9868), a leading Chinese smart electric vehicle (“Smart EV”) company, today announced that it filed its annual report on Form 20-F for the fiscal year ended December 31, 2024 with the Securities and Exchange Commission (the “SEC”) on April 16, 2025. The annual report can be accessed on XPENG’s investor relations website at <https://ir.xiaopeng.com>.

The Company will provide a hard copy of its annual report, free of charge, to its shareholders and ADS holders upon request. Requests should be directed to ir@xiaopeng.com or Investor Relations Department at XPeng Inc., No. 8 Songgang Road, Changxing Street, Cencun, Tianhe District, Guangzhou, PRC.

About XPENG

XPENG is a leading Chinese Smart EV company that designs, develops, manufactures, and markets Smart EVs that appeal to the large and growing base of technology-savvy middle-class consumers. Its mission is to drive Smart EV transformation with technology, shaping the mobility experience of the future. In order to optimize its customers’ mobility experience, XPENG develops in-house its full-stack advanced driver-assistance system technology and in-car intelligent operating system, as well as core vehicle systems including powertrain and the electrical/electronic architecture. XPENG is headquartered in Guangzhou, China, with main offices in Beijing, Shanghai, Shenzhen, Silicon Valley and San Diego. The Company’s Smart EVs are mainly manufactured at its plants in Zhaoqing and Guangzhou, Guangdong province. For more information, please visit <https://www.xpeng.com/>.

Contacts:

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PR Department
XPeng Inc.
Email: pr@xiaopeng.com

Source: XPeng Inc.

XPENG Publishes 2024 Environmental, Social and Governance Report

GUANGZHOU, China, April 16, 2025 (GLOBE NEWSWIRE) — XPeng Inc. (“XPENG” or the “Company,” NYSE: XPEV and HKEX: 9868), a leading Chinese smart electric vehicle (“Smart EV”) company, today published its 2024 Environmental, Social and Governance Report (the “Report”). The Report highlights the Company’s achievements and continuous progress toward its sustainability objectives, along with its commitment to creating long-term value for society.

2024 ESG Report Highlights:

- **ESG Achievements:** XPENG has been awarded the highest MSCI ESG Rating of AAA, highlighting its leadership in environmental, social, and governance practices.
- **Sustainable Energy Utilization:** XPENG’s annual consumption of clean energy reached 25,718 MWh, complemented by photovoltaic power generation totaling 43,544 MWh, showcasing significant strides towards renewable energy adoption.
- **Carbon-reduced Products:** The Smart EVs produced by XPENG in 2024 are anticipated to reduce greenhouse gas emissions by more than 3.11 million tons over their lifecycle compared to conventional gasoline cars, underscoring a strong commitment to combating climate change.
- **Eco-friendly Production:** XPENG was selected for the Green Manufacturing List by the Ministry of Industry and Information Technology and awarded the title of “National Green Supply Chain Management Enterprise,” reflecting its dedication to sustainable industrial practices.
- **Promoting a Circular Economy:** By establishing a comprehensive end-to-end recycling management process for used power batteries, XPENG promotes efficient waste resource utilization, contributing to a circular economy.
- **Product Quality:** XPENG obtained the ISO 9001 quality management system certification, ensuring top-notch product quality. No vehicle recall incidents occurred in 2024, a testament to the Company’s rigorous standards.
- **Quality Improvement Programs:** Throughout the year, XPENG conducted nine major quality improvement initiatives aimed at enhancing its supply chain quality, engaging with 426 suppliers in the process.
- **Product Safety:** Two XPENG models received a five-star safety rating from C-NCAP, three XPENG models received a five-star safety rating from EURO NCAP, and one XPENG model received a five-star safety rating from ANCAP, demonstrating the Company’s unwavering commitment to safety.
- **Tech Innovations:** The launch of the XPENG AI system, encompassing innovations in AI-driven cars, robots, and flying vehicles, is propelling the future of mobility solutions forward.

- **Information Security:** XPENG successfully renewed its ISO 27001 Information Security Management System and ISO 27701 Privacy Information Management System certifications. No information security breaches, or other cybersecurity incidents occurred during the year, underscoring XPENG's effective data and information security framework.
- **Community Engagement:** In collaboration with employees and XPENG owners, the Company founded the XPENG Volunteer Service Task Force, fostering a vibrant community of nearly 1,200 registered volunteers who collectively contributed over 18,000 hours of service.

To view the full 2024 ESG Report, please visit the ESG section of XPENG's Investor Relations website: <https://ir.xiaopeng.com/esg>.

About XPENG

XPENG is a leading Chinese Smart EV company that designs, develops, manufactures, and markets Smart EVs that appeal to the large and growing base of technology-savvy middle-class consumers. Its mission is to drive Smart EV transformation with technology, shaping the mobility experience of the future. In order to optimize its customers' mobility experience, XPENG develops in-house its full-stack advanced driver-assistance system technology and in-car intelligent operating system, as well as core vehicle systems including powertrain and the electrical/electronic architecture. XPENG is headquartered in Guangzhou, China, with main offices in Beijing, Shanghai, Silicon Valley, San Diego and Amsterdam. The Company's Smart EVs are mainly manufactured at its plants in Zhaoqing and Guangzhou, Guangdong province. For more information, please visit <https://www.xpeng.com/>.

Safe Harbor Statement

This announcement contains forward-looking statements. These statements are made under the "safe harbor" provisions of the United States Private Securities Litigation Reform Act of 1995. These forward-looking statements can be identified by terminology such as "will," "expects," "anticipates," "future," "intends," "plans," "believes," "estimates" and similar statements. Statements that are not historical facts, including statements about XPENG's beliefs and expectations, are forward-looking statements. Forward-looking statements involve inherent risks and uncertainties. A number of factors could cause actual results to differ materially from those contained in any forward-looking statement, including but not limited to the following: XPENG's goal and strategies; XPENG's expansion plans; XPENG's future business development, financial condition and results of operations; the trends in, and size of, China's EV market; XPENG's expectations regarding demand for, and market acceptance of, its products and services; XPENG's expectations regarding its relationships with customers, suppliers, third-party service providers, strategic partners and other stakeholders; general economic and business conditions; and assumptions underlying or related to any of the foregoing. Further information regarding these and other risks is included in XPENG's filings with the United States Securities and Exchange Commission. All information provided in this announcement is as of the date of this announcement, and XPENG does not undertake any obligation to update any forward-looking statement, except as required under applicable law.

Contacts:

For Investor Enquiries:

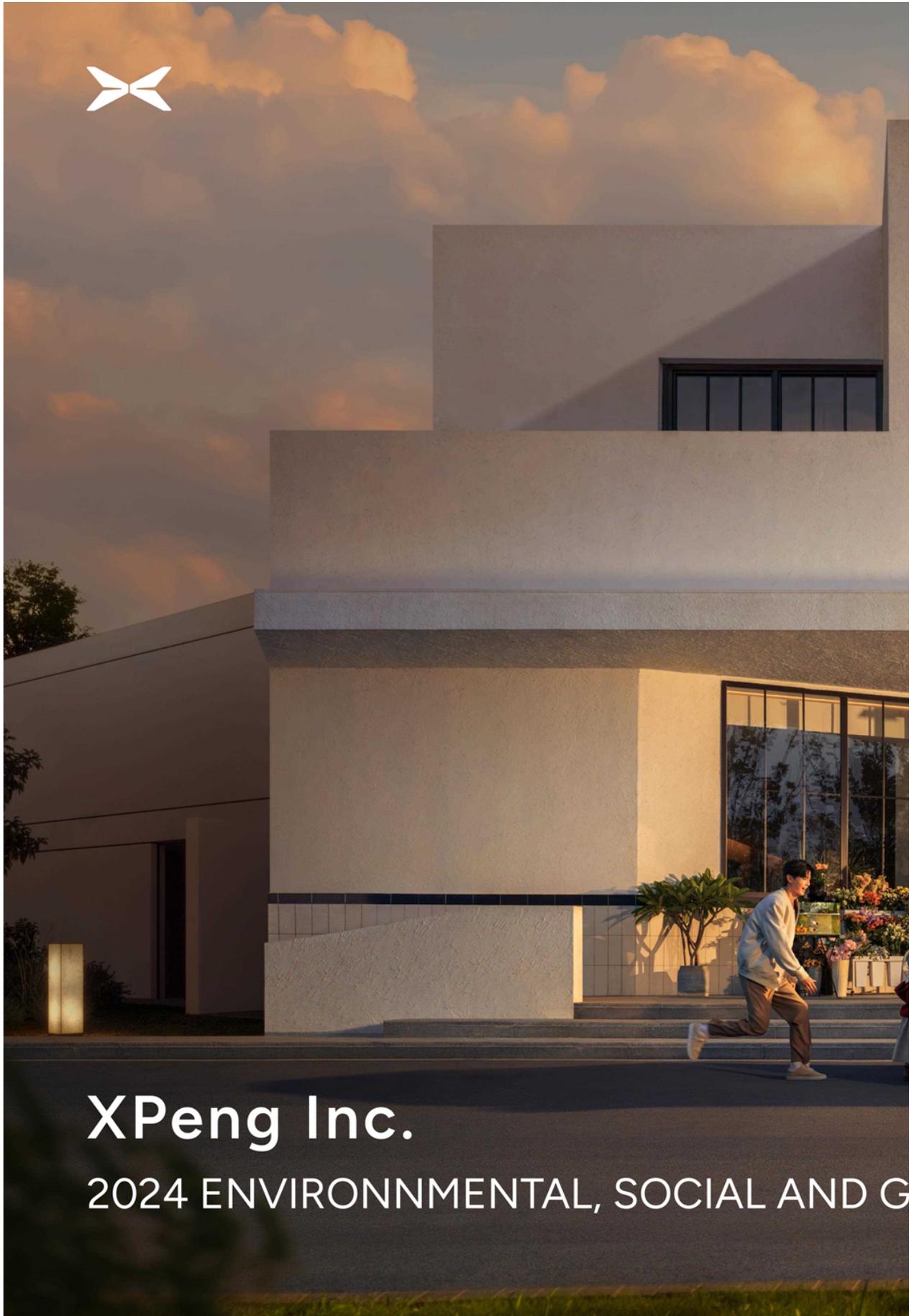
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Source: XPeng Inc.



XPeng Inc.

2024 ENVIRONMENTAL, SOCIAL AND G

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About This Report

Reporting Scope

This report covers XPeng Inc. and its subsidiaries . The reporting period is from January 1, 2024 to December 31, 2024 (the "Reporting Period"), in line with the fiscal year. The time frame for some of its content has been extended. Unless otherwise stated, this report adopts CNY as the monetary unit.

Reporting Standards

This report refers to the Environmental, Social and Governance (ESG) Reporting Guide in Appendix C2 of the Main Board Listing Rules of the Hong Kong Exchanges and Clearing Limited (HKEx) and the Global Reporting Initiative (GRI) Standards. This report was prepared in accordance with the above mentioned standard requirements, following communication with the stakeholders, analysis of material issues, collection of relevant information, compiling of the corresponding report, as well as management verification, in order to ensure the materiality, quantization, balance and consistency of its contents.

In order to comply with the "Consistency Principle" in the reporting principles and ensure meaningful comparison, no material change is made to the methodology or key performance indicators adopted by the Company for the year ended December 31, 2024 as compared to those for the year ended December 31, 2023.

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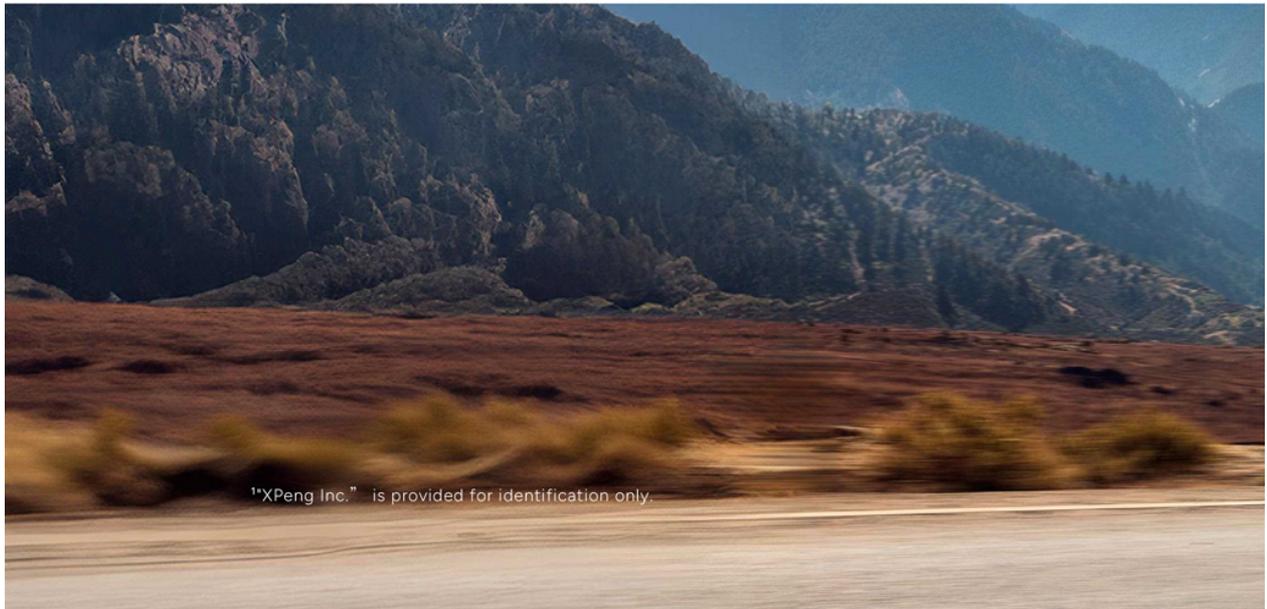
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Message from the Board of Directors

The Board of Directors (the "Directors") of the Company (the "Board") has always attached great importance to sustainability management. In accordance with the requirements of the Environmental, Social and Governance Reporting Guide of the Hong Kong Exchanges and Clearing Limited (hereinafter "HKEx"), XPENG has established and continuously improved its ESG governance mechanism. We have further optimized the ESG governance structure, strengthened the Board's supervision and participation in ESG affairs, fulfilled corporate social responsibilities, and promoted the Company's long-term and stable development, laying a solid foundation for the Company's sustainable development goals.

XPENG 

ESG Governance

As the highest governance body of the Company, the Board assumes ultimate responsibilities for XPENG's ESG strategies, policies, and ESG performance, and authorizes the ESG Steering Committee, headed by the President of the Company, to assist the Board in managing and making decisions regarding ESG-related matters. The ESG Steering Committee is responsible for overseeing the formulation and implementation of the Company's ESG strategic goals, regularly reviewing the effectiveness of policy execution, and reporting to the Board on a periodic basis. At the implementation level, the Company has established an ESG Working Group dedicated to routine management and overall coordination of ESG-related matters as well as supporting the ESG Steering Committee in overseeing and reviewing tasks while receiving guidance and supervision from the Committee.

ESG Risk Management

XPENG thoroughly recognizes the significant impact of ESG risks on the Company's operations. In 2024, the Company dynamically updated its ESG issues in line with industry-specific ESG risks, regulatory requirements, and macro-policies, as well as conducts materiality assessments of the ESG issues through stakeholder survey, expert review and Board sessions. The Board, based on the prioritized list of material ESG issues, clarified the key directions for the Company's annual ESG management and has reviewed and confirmed the analysis results of the 2024 materiality issues, ensuring that the work focuses on the critical areas for the Company and society.

ESG Goal Management

In 2024, XPENG continued to follow the requirements of the HKEx Environmental, Social and Governance Reporting Guide as well as other internationally recognized principles and practices to set and implement the Company's ESG strategy and annual goals. We continuously keep tracks of the progress of goal implementation and coordinate relevant functions to achieve goals. The Board will strictly oversee and review the progress towards ESG goals to ensure that the Company's strategy and goals can promptly respond to changes in the external environment and business development.

CEO's Letter

Making "Technology + Sustainability" the Compass for Steady and Far-reaching Enterprise Development

Year 2024 marks the tenth year since XPENG's founding, a year of challenge and self-achieving. What drew the most external attention was our sales rebound: after nearly a full year of struggling through tough times, the Company saw a strong upturn in the fourth quarter, and then returning to the forefront this year. What every XPENG employee felt most profoundly was the return of momentum. This upward energy stems from the trust of over 650,000 global vehicle owners, the support of industry partners, and our shared belief in a greener, smarter future. **As a company rooted in smart energy vehicles, XPENG understands that embedding "technology for all" and "sustainability" into our DNA is the path to enduring success.**

Advancing Safe and Accessible Smart Driving, Pioneering the Future of Mobility

From day one, XPENG has adhered to the value of "technology equality," striving to make **smart mobility technologies safe and accessible** to all. A decade of innovation has made us a pioneer in AI-powered mobility: we were among the first globally to mass-produce end-to-end AI smart driving systems.

This Chinese New Year, one XPENG owner drove over 2,000 kilometers across multiple provinces for family visits and travel. "It was XPENG's smart driving features," they shared, "that made the journey safe, effortless, and enjoyable."

To extend this freedom to more users, we've introduced premium smart driving to the CNY 100,000–150,000 Class A vehicle market—a first in the industry. Through global expansion, we are also bringing advanced smart driving experiences to global. This year, our Turing AI Smart Driving system officially began global adaptation, putting XPENG on track to become the first Chinese automaker to deploy advanced autonomous driving internationally.

Behind a safe and enjoyable driving experience lies the conscientious and responsible application of technologies such as artificial intelligence. To date, XPENG has invested over CNY 50 billion in R&D and manufacturing of smart vehicles, securing more than 3,000 patents in key areas such as autonomous driving, intelligent connectivity, vehicle platforms, and powertrains. We remain committed to advancing hardware, chips, software, algorithms, and computing power in the future.

History shows that mobility tools—from walking to horse carriages, from land vehicles to interstellar travel—have accelerated human civilization. Facing the future, we're confident smart driving will continue transforming how we live and move. A necessary condition for realizing this vision is ensuring that everyone benefits from technological innovation.

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XPENG's Sustainable Development

Sustainable Development Governance | Formed *Board of Directors—ESG Ste

<p>Sustainable Development Focus Areas</p>	<p>Governance</p> <p>Corporate Governance, Business Ethics, Risk and Crisis Management</p>	<p>Product Quality and Safety, Green Tech Customer Service and Satisfaction, Con</p>
<p>SDGs</p>		
<p>Annual Key Initiatives</p>	<ul style="list-style-type: none"> • Compliance Awareness: Conducted 68 compliance training sessions to strengthen the legal and regulatory compliance consciousness among all employees. • Governance Enhancement: The proportion of independent non-executive directors is 60%, improving governance standards. • Integrity Management: Anti-corruption training exceeded 7,780 hours, with 27,376 employee participations, promoting a culture of integrity. 	<ul style="list-style-type: none"> • Product Quality: XPENG has obtained 0 vehicle recall incidents occurring throughout the year. • Quality Initiatives: Conducted 9 million quality management activities, involving 426 suppliers, to build a high-quality supply chain. • Product Safety: 2 models received a 5-star safety rating from EURO NCAP, firmly upholding safety standards. • Technological Innovation: Launched 10 innovative mobility solutions. • R&D Capabilities: Invested CNY 6.5 billion in R&D, accounting for 40.4% of the total operating expenses. • Information Security: Successfully passed ISO 27701 Privacy Information Management System certification, ensuring the security of customer information. • Customer Service: By 2024, XPENG will have established 100 service centers in 100 cities. Customer satisfaction reached 90%.
<p>Corresponding Chapters</p>	<p>Solid and Efficient Governance</p>	<p>Quality Products Deliver</p>

About XPENG

Founded in 2015 and headquartered in Guangzhou, Guangdong Province, China, XPeng Inc. is a technology company focusing on the future of mobility and dedicated to designing, developing, manufacturing and marketing smart electric vehicles. The Company's mission is to become a smart technology company trusted and loved by users worldwide. With continuous investment in its full-stack in-house R&D, XPENG actively builds up its core technology capabilities and aims to become one of the leading smart EV companies in China.

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XPENG History

2015

Chengxing Zhidong founded.



2018

Entered into our Series B, Series B1, and Series B2 financing arrangements.;Commenced delivery of XPENG's first Smart EV model, the G3, to customers.



2017

Entered into our Series A, Series A1, and Series A2 financing arrangements.



2019

Entered into our Series C arrangements.

<i>(in millions)</i>	Years Ended December 31,	
	2023	2022
Gross unrecognized tax benefits at beginning of year	\$ —	\$ —
Increases in tax position for prior years	—	—
Decreases in tax position for prior years	—	—
Gross unrecognized tax benefits at end of year	\$ —	\$ —

XPENG's Honors

Guangzhou Xiaopeng Motors Technology Co., Ltd.

National Green Supply Chain Management Enterprise

Ministry of Industry and Information Technology of the People's Republic of China

Zhaoqing Xiaopeng Motors Co.

National Green Factory, National Demonstration Project for Green Manufacturing

Ministry of Industry and Information Technology of the People's Republic of China

XPeng Inc.

2024 S&P Global Corporate Sustainability Assessment "Best Progressive Company" Two consecutive years in the "Sustainability Yearbook (China Edition)"

S&P Global

Guangzhou Xiaopeng Motors Technology Co., Ltd.

2024 "Five-Star Enterprise Carbon Management"

China Automotive Technology Research Center

XPeng Public Welfare Foundation

AAAA Rating in Guangzhou Social Organization Evaluation

Guangzhou Department of Civil Affairs

XPeng Public Welfare Foundation

Annual Science Popularization Award

China Society of Automotive Engineers

Products



XPENG X9
2024 Horizon Cup 6th "World's Top 10 Intelligent Vehicles"

Automotive Evaluation Research Institute



XPENG X9
2024 Red Dot Product Design Award

German Design Association



XPENG X9
"2024 China Top 10 Bodywork Selection" Top 10 Bodywork Award

China Automotive Technology and Research Center Co., Ltd.



XPENG X9
"2024 China Top 10 Bodywork Craftsmanship Award"

Jointly organized by China Automotive Research Center Co., Ltd., China Institute Group, and Hunan University



XPENG MONA M03
2024 NiuJiaoJian Awards "Best Long-Range Model of the Year"

Ludashi



XPENG MONA M03
2024 Weibo Annual Pure Electric Model of the Year

Sina Weibo

Products



XPENG P7+

2024 NetEase Annual New Car Review List "Annual Technology Pioneer Sedan"

NetEase



XPENG P7i

2024 Auto Home New I Firsts in Global Multi-Ter Test of 60 Vehicles"

Auto Home



XPENG G9

2023 Automotive OTA Oscar "Golden O Award"

Dongchedi



XPENG G6

Five-Star Intelligent Vehicle

China Automotive Technology



XPENG G6

2024 NO.1 Intelligent Electric SUV

Hong Kong Sing Tao Daily "Cockpit"

Employees



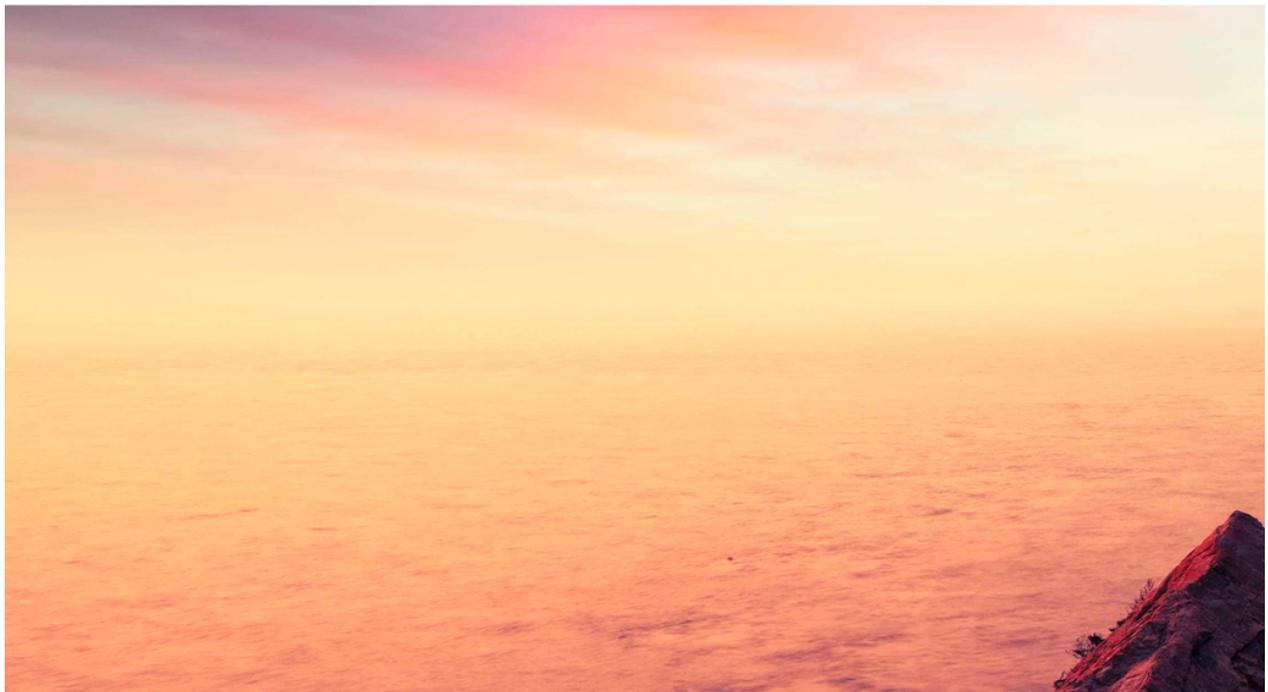
2024 Extraordinary Employer

Liepin



2024 Most Preferred Employer for Tech Taler South China

Nowcoder

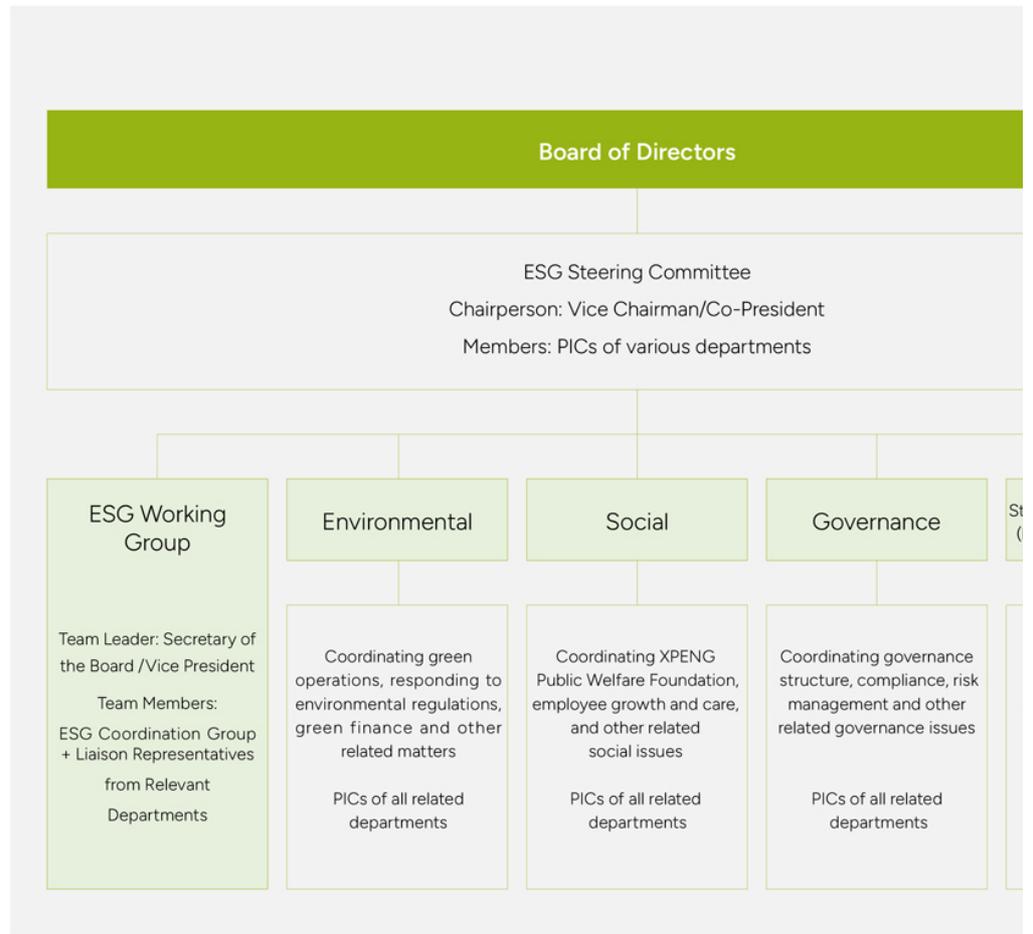


Sustainability Management

XPENG is committed to integrating sustainable development principles into its corporate strategy, continuously optimizing its sustainable development governance structure, actively engaging stakeholders, and identifying key ESG (Environmental, Social, and Governance) issues to strengthen the four development governance, thereby creating long-term value for society.

Governance Structure for Sustainable Development

XPENG continues to refine its top-level ESG governance design, establishing a Board-led sustainable development governance framework. This framework clarifies responsibilities at all levels, integrates ESG decision-making, management, and execution processes, and continuously enhances the company's sustainable management capabilities.



Stakeholder Engagement

XPENG considers stakeholder concerns as a critical basis for formulating strategies, identifying opportunities. We have established a comprehensive sustainable development communication system, diversified communication channels to gain an in-depth understanding of stakeholder expectations. With all stakeholders to participate in corporate governance, we aim to jointly create and share s



Materiality Assessment

We value the expectations and concerns of our stakeholders, regularly conduct stakeholder surveys, and prioritize them to form a materiality matrix. Through materiality analysis, we clarify our sustainable development management actions and continuously improve our ESG governance level.

XPENG's materiality assessment Identification and Analysis Process

01

Identifying the Material Issues

- Based on the original list of important issues, we identify and report them in the current year and build a database based on the following factors: company development plans, ESG disclosure standards, ESG market, and peer issue bench-marking.

02

Stakeholder Communications

- Feedback is gathered from Directors, management, employees, media, the public and other stakeholders in daily operation and development as the basis for screening material issues.
- Multiple directors filled out materiality analysis questionnaires to provide suggestions related to ESG management.

03

Materiality Assessment and Review

- Analyze the results of the materiality issue survey and determine the stakeholder group.
- Rank the importance of issues from the two dimensions: "importance to development" and "importance to stakeholders" to form a materiality matrix.
- The Board of Directors participates in the supervision and review of the company's management and external professionals review the results.

03

Materiality Disclosure

- We develop and implement action plans for material issues, such as climate change and business ethics, and disclose progress on the

01

Solid and Efficient Governance

Compliance governance is a critical factor in ensuring the sustainable development of an enterprise, founding for its long-term and stable growth. XPENG strictly adheres to lawful and compliant operations, implements effective risk management and internal controls, upholds business ethics and anti-corruption principles, and safeguards information security and customer privacy in its long-standing corporate governance practices. These efforts provide a strong safeguard for the company's sustainable development.

7,780 hours
Anti-corruption training hours

68 sessions
compliance awareness training sessions

SDGs response of this chapter



1.1 Compliant Management

XPENG strictly follows the Company Law of the People's Republic of China, the New York Stock Exchange Company Manual, the Rules Governing the Listing of Securities of The Stock Exchange of Hong Kong, and other laws, regulations, and guidelines. We continuously improve our corporate governance structure to ensure scientific and rational decision-making, clear, responsible, and inclusive governance structure to ensure scientific and rational decision-making, efficient and compliant corporate governance.

1.1.1 Corporate Governance Structure

A scientific and rational governance structure is key to achieving sustainable development and guarding against risks. The Meeting of Shareholders acts as the Company's highest decision-making body, which exercises its decision-making on material matters such as business strategies and policies, financing, investment and profit distribution in accordance with relevant laws and regulations, as well as the Company's Articles of Association. The Board of Directors is accountable to the Meeting of Shareholders and exercises the rights of overseeing and managing the Company's development strategies and business operations in accordance with relevant laws and regulations. Furthermore, the Board is responsible for decision-making on operating principles and procedures, supervising and advising management to develop and fine-tune policies and procedures, strengthening decision-making, standardizing operational processes, implementing stringent approval processes, building and enhancing organizational structure, and improving efficiency and effectiveness of investment decisions. The Board has established several committees: the Audit Committee, the Compensation Committee, the Nomination Committee, and the Corporate Governance Committee, each chaired by an independent director. These committees have clearly defined functions to continuously promote the Company's long-term and stable development.



1.1.2 Compliance Operations

XPENG adheres to the principle of integrity in its business operations, strictly complies with applicable national and regional laws and regulations, and continuously improves its compliance risk and legal risk prevention systems by referencing international standards and initiatives. Additionally, XPENG is committed to building a robust and transparent operational environment to ensure compliance and sustainability during its rapid development.

XPENG 

| Compliance Training |

To standardize the process of risk identification and assessment, and to enhance the compliance awareness among management and employees, XPENG had conducted a total of 68 compliance training sessions for employees by the end of 2024. The training was tailored to meet the actual needs of different departments and relevant personnel, covering topics such as intellectual property protection, customer privacy protection, information security, as well as updates and cutting-edge developments in laws and regulations.

68 sessions

Number of compliance awareness training sessions



1.1.3 Investor Rights

1.1

XPENG complies with the regulations for listed companies to ensure fair treatment to all shareholders. The Company has established internal controls to prevent insider trading and conflicts of interest. The company has developed a clear investor communication strategy to guarantee standardized information dissemination.

At the General Meeting of Shareholders held on June 28, 2024, shareholders directly involved in major company decisions. We have strengthened investor relations management by regularly releasing financial reports and business updates, as well as organizing investor communication events. Additionally, we have established an investor relations website to provide company news, financial data, and other relevant information, and have set up a feedback email to collect shareholder opinions, ensuring timely and accurate information disclosure and helping investors in understanding the Company's operations and performance.

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1.2 Risk Management

The Company refers to the internal control framework of the COSO (the Committee of Sponsoring Organizations of the Treadway Commission) and the Sarbanes-Oxley Act Section 404 to establish its corporate-level risk management framework and related risk management policies to comprehensively manage operational risks. The Company established a series of processes including risk identification, risk assessment, risk response, problem-solving, debriefing review, follow-up control and checks to manage various risks, realizing closed-loop risk management.

We have implemented financial incentive measures tied to risk management indicators for senior executives and direct managers to strengthen the implementation of various risk management measures. Based on internal audit results, we hold accountable those who fail in their duties and urge them to rectify issues promptly.

XPENG 

1.2.1 Risk Identification

In 2024, the Company identified major risks such as R&D risk, market competition risk and capital risk based on national policies and market environment changes, its own operations and the concerns of various stakeholders. The Company conducts scenario analysis, sensitivity analysis and stress tests on financials and businesses with significant risks, evaluates the possible financial and business impacts under general, most unfavorable and best-case scenarios, as well as conducts risk prevention and risk management assessments and formulates alternative plans. In view of the possible internal and external risks, the Company will timely give risk warning or early warning, and regularly reflects and improves the Company's risk management model and internal control processes. Additionally, XPENG conducts risk analysis on a project basis, regularly identifying risks in line with strategic goals and operational changes. This year, the Company identified risks related to the scope of valve point control and deliverable integrity in the R&D process, as well as risks in brand selection and rental pricing during investment attraction processes.

XPENG establishes a long-term financial model, predicts possible future financial situations, and conducts sensitivity tests on major business assumptions/risks, market assumptions/risks, and financial assumptions/risks, analyzing their impact on the business, including but not limited to product sales volume, raw material costs, number of stores and charging stations, risk-free interest rates, loan interest rates, exchange rate risks, industry competition and talent market competition.

1.2.2 Risk Management and Monitoring

The Company continues to advance risk control efforts, closely monitoring the effectiveness of risk management and internal controls. The Board is responsible for establishing and maintaining a sound and effective risk management and internal control system. The Audit Committee, on behalf of the Board, reviews the development, implementation, and supervision of risk management and internal control systems quarterly and evaluates their effectiveness annually. The Company conducts internal control management audits and special audits quarterly, covering all business areas such as sales, supply chain management, and R&D. High-risk business units undergo special audits, with audit plans and investigations based on risk assessments and whistleblower reports. Identified risks and control deficiencies are addressed with corrective measures, ensuring the effective operation of the internal risk management system. Additionally, the Company conducts annual SOX external audits, referencing external frameworks such as COSO's Internal Control—Integrated Framework and the Hong Kong Stock Exchange's Corporate Governance Code. Both internal and external assessments of control effectiveness are performed. In 2024, the Company achieved full coverage of business audits.

To ensure the effectiveness of the risk management and internal control systems, the Company established the "three lines of defense" model of internal monitoring in combination with the actual situation of the Company.

| The first line of defense |

The first line of defense is mainly composed of the Company's business and functional departments in charge of daily operations and management. These departments design and implement relevant control measures and risk responses.

| The second line of defense |

The second line of defense is mainly composed of finance, internal control, legal, Quality and Safety Management Center departments, among others. Their key responsibilities are to assist the first line of defense in establishing and improving the risk management and internal control systems, as well as to oversee and ensure its effectiveness.

| The third line of defense |

The third line of defense is mainly composed of the audit team and the supervision team within the internal control department. The audit team regularly carries out independent evaluations to ensure the effectiveness of the Company's risk management and internal control system. In order to ensure its independence, the audit team reports directly to the Audit Committee. The supervision team regularly assists management in promoting integrity and ethical values to all employees, as well as handling any reports of corruption.

In 2024, the Company carried out work related to the supervision of digital risk control indicators. In the fourth quarter of 2023, we set four digital risk control indicators as pilot projects in the procurement field to manage suppliers, and expanded and optimized the digital risk control indicators in 2024. Additionally, regular risk management training was conducted, with the internal audit department providing internal control training for social recruits.

1.3 Business Ethics

The Company strictly complies with such laws and regulations as the Anti-Money Laundering Law of the People's Republic of China, the Supervision Law of the People's Republic of China, and the Anti-Unfair Competition Law of the People's Republic of China. The Company also formulates a series of internal systems including the Employee Code of Conduct, the Code of Integrity and the Administrative Measures of Conflict of Interests, specifying the Company's anti-corruption and sanctions policies and emphasizing its code of business conduct and ethics. XPENG adopts a "zero-tolerance" approach to any form of bribery, corruption, extortion, or other unethical behavior.

To ensure the legality, transparency, and integrity of business activities, XPENG clearly defines behaviors such as bribery, kickbacks, improper gains, and money laundering, implementing strict control measures. In addition, the Company's system clarifies the working standards and disciplinary norms of employees, incorporates employee compliance behavior into the performance evaluations, and carries out business ethics-related audits regularly .

The Company incorporates integrity statements and confidentiality clauses into agreements with third-party partners and requires suppliers to sign an Integrity Commitment Letter upon their bid submission. Meanwhile, we include integrity-related clauses into contracts to be signed with suppliers. We immediately stop cooperation with any suppliers that violate the Company's integrity standards and pursue legal remedies for infringement. Additionally, in the "Supplier Sustainability Questionnaire," the Company clearly outlines requirements for suppliers regarding business ethics. In 2024, 100% of our suppliers signed the Integrity Commitment Letter.

XPENG places great emphasis on corporate business ethics. The Audit Committee, which is a subcommittee of the Board of Directors, is responsible for overall supervision and review of matters related to compliance and business ethics, to strictly manage business conduct. The Company continuously strengthens its whistleblowing and reporting systems, providing multiple channels for complaints and reports. Through ongoing integrity training, the Company enhances anti-fraud awareness among employees, fostering a strong ethical culture to achieve sustainable development.



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02

Quality Products Delivery

XPENG has always been adhering to be the Explorer of Future Mobility, continuously optimizing its intelligent driving solutions. With the vision and responsibility of being a "leader in smart vehicles," the Company strives to deliver exceptional products and services, driving the transformation of future transportation.

6,456.7 Million CNY
Investment product and technology R&D

40.4%
Percentage of R&D total employees

574 Item
New patents granted

SDGs response of this chapter



2.1 Innovation and R&D

With the ongoing brand mission of "becoming a smart technology company trusted and loved by users worldwide." XPENG continues to deepen its expertise in areas such as intelligent driving, interactive experiences and Internet of Everything, driving sustainable development through technological innovation.

XPENG 

2.1.1 Innovation System and Strategy

XPENG adheres to a fully in-house R&D strategy, continuously optimizing its product development system to create a diverse product portfolio. By integrating leading software and hardware technologies, the Company drives innovation in autonomous driving, smart connectivity, and core vehicle systems. As in 2024, XPENG's intelligent driving assistance features cover various scenarios, including highways, urban roads, and underground parking lots.

XPENG maintains a leading position in the development of smart electric vehicle technologies and product innovation, consistently increasing R&D investment and expanding into global markets, forming an R&D system that is "leading in China and expanding globally." In 2024, XPENG accelerated its "Global Expansion 2.0" strategy, entering 30 countries and regions by the end of the year. As of the end of 2024, XPENG has already established 6 R&D centers in Guangzhou, Shanghai, Silicon Valley and San Diego. XPENG will remain its initial aspiration of "technology changes the world," leveraging its technology expertise to bring China's intelligent capabilities to the global stage, starting with Europe as the initial foothold.

In 2024, XPENG increased R&D investment in areas such as energy efficiency, reduced energy consumption, extended driving mileage, and optimized battery management for new energy vehicles. Specific focuses include AI chips, intelligent driving, super electric systems, and 5C ultra-charging AI batteries. From an intelligent perspective, the Company initiates forward-looking research in multiple directions, integrating hardware and software. Substantial product innovations have been achieved in key areas such as next-generation smart keys, vehicle-phone connectivity, intelligent chassis, smart optics, multi-modal cabin interaction, and external near-field interaction. In 2025, XPENG plans to invest over CNY 6 billion in technological research and development.

2.1.2 R&D Talent Cultivation

XPENG continues to strengthen its R&D team, building a multi-level, diverse, scalable, and self-reliant internal R&D team, composed of seasoned technical experts from various industries and academic backgrounds, providing strong technical support. In 2024, the Company's R&D team had a total of 6,200 personnel, accounting for 40.4% of the Company's total employees. The R&D team made up 37.04% of the R&D team, with 52.86% specializing in autonomous driving and 30.45% in automotive design.

XPENG places great emphasis on incentivizing R&D talent, incorporating R&D achievements into employee performance evaluation and linking them to compensation. The Company has established rewards for intellectual property such as patents and awards for outstanding inventors. Quarterly rankings for patent proposals and inventor scores are used to evaluate technological innovation and achievement transformation, fostering a culture of innovation.



2.1.3 Achievements in Technology Innovation

XPENG fully leverages its industry-leading technological advantages, continuously strengthens its technological capabilities, accelerates the implementation of technological achievements, and actively collaborates with industry partners' enterprises to build a robust ecosystem for technological innovation.

| Achievements in Innovation |

In November 2024, XPENG hosted the "XPENG AI Tech Day," unveiling the XPENG AI Ecosystem, which includes groundbreaking technologies in three key areas: AI-powered vehicles, AI robots, and flying cars. The event also marked the debut of the XPENG Kungpeng Super E Turing AI Intelligent Driving System, introducing a new era of mobility for global users.



01 AI-Powered Vehicles

For its AI-powered vehicle business, XPENG introduced a series of innovative solutions across three core areas: "three electricity", intelligent driving, and smart cabin. These include the XPENG Kungpeng Super Electric System, the XPENG Turing AI Intelligent Driving System, and the XPENG Tianji AIOS.



02 AI Robots

XPENG unveiled the humanoid AI robot "Iron," featuring 62 active degrees of freedom and industry-leading linear and rotary actuators (harmonic joint modules). Capable of natural walking, object handling, and screwdriving, Iron is designed for future deployment in sales outlets, offices, and homes, seamlessly integrating into human life.



03 Flying Cars

XPENG's ground-air integrated flying vehicle features an industry-first single-lever control system, significantly reducing the learning curve—enabling users to "master flight in 5 minutes and become experts in 3 hours."



2.1.4 Intellectual Property Protection

XPENG complies with laws and regulations such as the Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China, and the Copyright Law of the People's Republic of China. The Company continuously improves its intellectual property management framework and has issued the "Rules and Policy for Intellectual Property Protection" and "Measures for Management of Patent Work", "Measures for Management of Trademark Work", "Measures for Management of Copyright Work" and other company policies, strengthening the Company's trademarks, patents, copyrights and other intellectual property rights. The Company has established an intellectual property governance framework, with the Legal Department responsible for intellectual property management. An Intellectual Property Group is tasked with advancing the application and layout of patents, trademarks, and copyrights, conducting infringement risk assessments, and handling rights protection and infringement disputes. This group collaborates with other departments to jointly promote intellectual property protection. Additionally, the Company requires employees to sign "Confidentiality and Non-Competition Agreements" and "Intellectual Property Ownership Agreements" to protect the Company's intellectual property.

In 2024, XPENG obtained 574 new patents in key technological fields such as autonomous driving, intelligent development, and battery, motor and electrical control systems, accumulatively obtained a total of 3,263 patents.

01 Protection Mechanism

- Robust Intellectual Property Protection System and Process: The Company has clarified the management responsibilities and procedures and integrated the intellectual property management into the Feishu system. Through institutional safeguards, or process improvements, the Company comprehensively enhances intellectual property protection.
- Improved Intellectual Property Infringement Feedback Mechanism: The Company actively monitors market infringement clues through various channels, promptly evaluates and advances rights protection plans to protect the Company's intellectual property comprehensively.

02 Infringement Risk Screening

- Throughout the process of vehicle development, we conduct regular infringement risk screening at key points in the analysis of infringement risks of planned products. In 2024, the Company added trademark infringement risk screening during key checkpoints, evaluating the risk of infringer names and model numbers.
- During Business Operations, the Legal Department conducts regular infringement risk assessments to avoid infringing on others' intellectual property rights.
- In terms of supplier cooperation, we require suppliers to sign intellectual property commitment terms and conduct internal evaluations.
- In 2024, XPENG has added regular infringement risk screening on e-commerce platforms, primarily targeting online sales of trademarked products to supplement trademark infringement litigation.

2.2 Quality Products

XPENG actively adheres to the philosophy of "Quality First, Safety First," establishing a robust system. By adopting advanced manufacturing processes, eco-friendly, digital, and intelligent and conducting rigorous safety performance R&D and testing, XPENG creates high-quality comprehensive safety for all journeys.

2.2.1 Product Series²

XPENG X9

Full-scenario advanced driver-assistance system
800V high-voltage ultra-fast charging platform
First launch of XPENG's latest XOS Tianji smart cockpit system



XPENG G9

Full-scenario advanced driver-assistance system
800V high-voltage ultra-fast charging platform
Advanced double-chamber air suspension & four-wheel drive torque distribution system

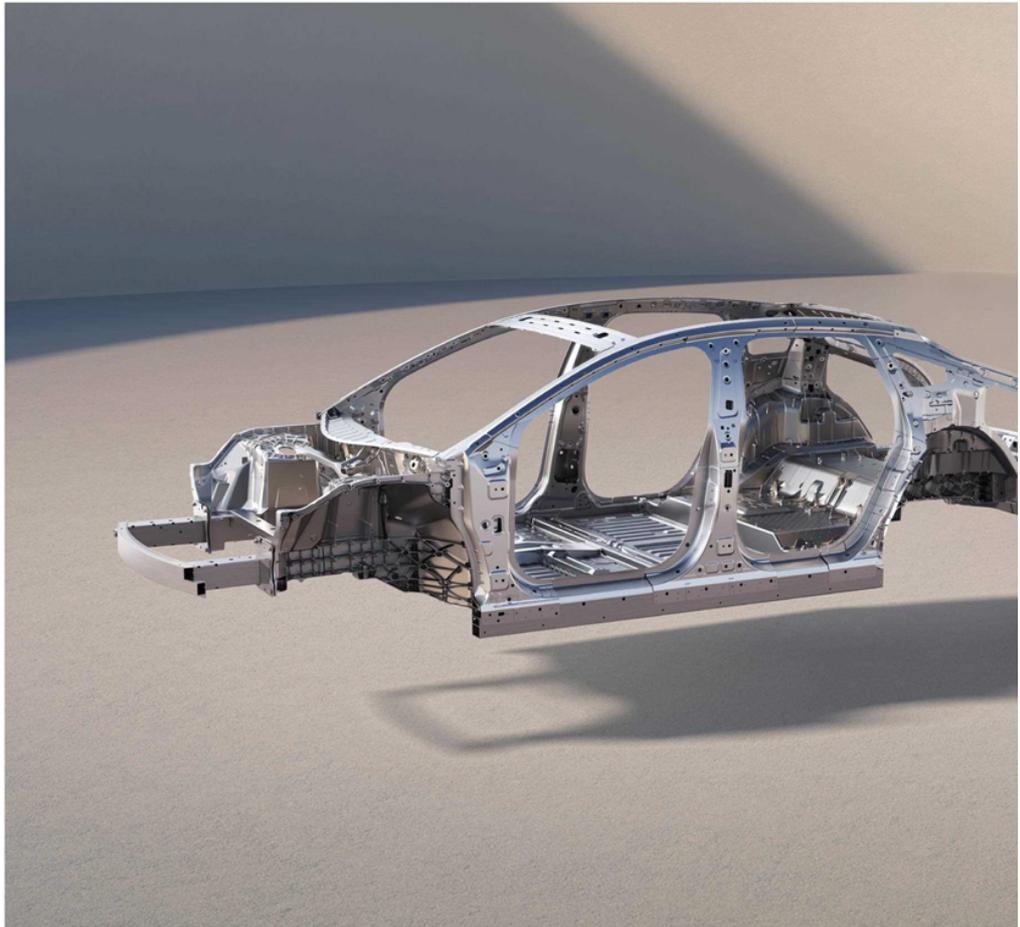


²Certain features of the models may vary according to the configuration. Please refer to the actual configuration of the products.

2.2.2 Product Quality

XPENG strictly complies with laws and regulations of the European Union and the Worldwide Harmonized Light (WLTP), establishing a series of management systems such as the Process Quality Control Procedure and V Procedures. The Company continuously improves its product quality management system, product assurance recall system to enhance overall quality management.

In 2024, XPENG participated in drafting the group standard Automotive Software Quality and Safety Standard (automotive software quality and safety standard. This standard integrates common requirements for automotive expected functional safety, and information security, providing a unified framework and implementation guideline quality and safety management. Additionally, the XPENG G9 and G6 have obtained WVTA EU Whole Vehicle T R79 Type Approval.



| Quality Assurance Mechanism |

XPENG has established a comprehensive mechanism to ensure product quality from R&D, supply, manufacturing market. Through technological innovation, process optimization, management model transformation, and quality management, the Company continuously improves product quality and safety. In 2024, the Company carried out nine large-scale quality special projects not limited to special projects to improve the areas of frequent quality, special projects to improve the consistency of quality management models, top supplier improvement of quality problems and special projects to improve the quality of new materials covering 426 suppliers.

01 R&D

- We announced the Product Safety Design Management Procedure that ensures the safety of vehicles or products, while adding new deliverables related to functional safety to the valve deliverables list of the whole vehicle.
- Released the Interior Color and Texture Industrialization Consistency Development Process, standardizing the industrialization development process of interior colors and textures before the start of production, and strengthening the management of input and output deliverables at each stage of project vehicle development.
- Ensured product quality and safety through technological innovations like the use of new materials, achieving the balance between quality and cost.

02 Supply

- Formulated the "Chip Supplier Audit Guide", "Device PPAP Approval Requirement Management Capability Evaluation Form" to improve the construction of the quality management system.
- Pre-identified and responded to management risks with production fluctuation, transition, and easing SQE⁴ on-site pressure.

03 Manufacturing

- Establish a process quality network, comprehensively sort out the manufacturing process objectives, quality concerns, process output, document forms and procedures as to realize the standardization of quality management of each base.
- Process Optimization: Combining the operational characteristics of XPENG manufacturing methodologies, integrating new model process capability verification and self-completion activities to form Manufacturing Process Methodology 2.0.
- Quality Training: Conducting a series of manufacturing process training seminars, missed inspection key issue training, and XMQS XPENG Manufacturing Management training to enhance a sense of quality responsibility among all employees and promote the participation of employees in quality management.

³Incoming Quality Control (IQC) is mainly responsible for the quality inspection of raw materials and components provided by suppliers.

⁴Supplier Quality Engineer (SQE) controls the quality of raw materials provided by suppliers.

| Dealer Management |

XPENG has established quality management systems and measures for dealers, continuously strengthening quality channels. We have formulated internal management systems such as "XPENG Channel Operation Management" to strengthen vehicle quality control to ensure vehicle safety and integrity of vehicles with corresponding quality control of vehicles.

01 Warehouse management of vehicle products

After the vehicles for delivery arrive at the store, dedicated personnel conduct spot checking and inspection on a case-by-case basis for decoration/function/chassis/vehicle registration certificate, etc., and record the information in the system.

02 Quality damage treatment of vehicle products

Assign a respective category determined according to the cause of the identified issue, which is systematically recorded by dedicated personnel and corresponding processes.

03 Outbound inspection of vehicle products

Designated personnel will check the vehicle status according to the inspection standards to ensure that the vehicle delivery standards are met.



| Product Recall System |

XPENG continuously improves its product traceability and recall system, strictly complies with national laws, regulations and measures on the Administration of Recall of Defective Automobile Products and the Measures for Implementation of Regulation on the Administration of Automobile Products, and has formulated internal product recall management systems such as the Administrative Measures for Defective Automobile Products. In 2024, the Company did not experience any product recalls due to quality or safety issues.

Indicator	2021	2022	2023
Number of product recalls (vehicles)	13,399	0	0

Indicator	2021	2022	2023
Balance at the beginning of the stipulated warranty period (unit: thousand CNY)	111,351	371,140	641,060
Fees paid during the warranty period (unit: thousand CNY)	32,352	61,551	228,670
Operating income (unit: thousand CNY)	20,988,131	26,855,119	30,676,000
Warranty expenses as a percentage of annual revenue	0.15%	0.23%	0.75%

2.2.3 Product Safety

XPENG adheres to the product safety management philosophy of "valuing safety and innovation, upholding com The Company integrates safety concepts throughout the entire product lifecycle, ensuring user travel safety thro safety performance testing, risk monitoring, risk assessment, safety audits, emergency management, and safety t

We have established and improved a product lifecycle safety management system. In 2024, the Compan Committee and updated the "New Energy Vehicle Enterprise Safety System Management Manual V2.0" as a gu system operations and management. These manual covers safety management mechanisms, product quality, ope sales services, incident response, and cybersecurity. Combined with internal management systems such as th Procedure", "Power Battery Safety Design Specifications", and "Management Measures for Investigation of Potent Energy", ensuring comprehensive product safety.



Additionally, XPENG established a system evaluation mechanism, releasing the "New Energy Vehicle Enterprise Safety Management System Evaluation Procedure V1.0" and "New Energy Vehicle Enterprise Safety Management System Evaluation" organized departmental self-evaluations and company-level audits, completing and submitting self-assessments to improve product safety management.

| Safety Performance Testing |

During the development and testing of autonomous driving functions, XPENG established a "three-pillar" comprehensive testing and evaluation system combining simulation testing, field testing, and real-road testing:

- **Simulation Testing:** Evaluates the effectiveness, completeness, and consistency of autonomous driving system designs, assessing system performance in various critical scenarios, corner cases and cases under different parameter changes.
- **Field Testing:** Testing enables the evaluation of corner cases and high-risk scenarios for autonomous driving, assessing its performance in environments that represent real-world conditions. By comparing key test cases with simulation results, it validates the accuracy and reliability of simulation tools.
- **Real-Road Testing:** Comprehensively tests autonomous driving system performance in actual driving conditions, preventing the vehicle from being designed solely to pass specific test scenarios (i.e., "test-oriented" design). It assesses system safety requirements, such as human-machine interaction and operational design domains, and evaluates whether the vehicle meets the standards of an experienced driver.



| Risk Monitoring |

- In accordance with the GB/T 32960-2016 "Technical Specifications of Remote Service and Management System for Electric Vehicles" standard, a new energy vehicle enterprise monitoring platform (National Standard 32960 Platform) was established, allowing real-time monitoring of the entire vehicle, power battery, drive motor, vehicle faults and other related information.



| Risk Assessment |

- Establish an evaluation system, covering three dimensions: base evaluation business dimension, market customer dimension, and internal management dimension, as well as nine major business scopes: new products, durability, process, product, prevention, customer, procedure, refinement, and capability.
- The Product Safety Working Group is responsible for formulating product safety assessment guidelines, conducting risk assessments, and classifying and prioritizing potential safety risks. Records of the entire process are retained for subsequent analysis.



| Product Safety Certifications and Awards |

XPENG G6

EURO NCAP Rating: 5 Stars

A NCAP 5-Star Safety Certification⁵



XPENG P7i

EURO NCAP Rating: 5 Stars



⁵A NCAP the Australian ANCAP standard, is the world's second NCAP new car safety performance evaluation system, which includes four tests: Adult Passenger Protection, Child Passenger Protection, Vulnerable Road User Protection, and Safety Assistive Technology (C-AHI), or the third-party evaluation system established by China Automotive Engineering Research Institute Co., Ltd., consists of five core components: in-vehicle voice

2.3 Thoughtful Service

XPENG maintains the mission of “Becoming a smart technology company trusted and loved continuously strengthening customer privacy and security safeguards while improving service satisfaction. We incorporate key metrics such as customer satisfaction and customer complaint performance evaluations of responsible departments. Among these, targets for after-sales satisfaction complaint rates are included in the quarterly OKRs (Objectives and Key Results) of relevant departments. Strategies are designed and implemented around achieving these goals, with biweekly reviews. Additionally, after-sales satisfaction targets and accountable complaint metrics are integrated into performance assessments of regional supervisors and frontline store staff, with performance based on achievement levels.

2.3.1 Customer Rights and Interest Protection

XPENG places great emphasis on safeguarding customer rights, establishing a comprehensive privacy protection complaint management mechanism, expanding diverse communication channels, and formulating responsible measures to enhance customer trust through multiple measures.

| Customer Privacy Protection |

XPENG strictly adheres to relevant laws and regulations such as the “Cybersecurity Law of the People's Republic of China”, as well as related regulatory documents. The Company has internal policies, including the “XPENG Privacy Policy” and the “XPENG Network Platform Privacy Policy”, which protect the privacy of our customers. By relying on the development of an information security and data compliance management system, we improve its customer privacy protection mechanisms. In 2024, we revised 20 internal documents, including the “Privacy Protection Management Manual” and the “Information Security and Privacy Protection Strategy”, to strengthen the management of the Company's full-domain data throughout its entire lifecycle.

Information Security and Data Compliance Management System

XPENG has established an Information Security and Data Compliance Committee, chaired by the Company's president and with members from relevant business lines serving as committee members. Under the Information Security and Data Compliance Management System, we have established two dedicated working groups—namely the Information Security Working Group and the Data Compliance Working Group—to handle related emergencies, promptly assess and monitor the status of critical business systems, and make decisions on breach incidents. At the same time, we have implemented an information security performance evaluation system, linking evaluation outcomes to employees' year-end performance reviews.

In 2024, the company completed:

ISO 27001 Recertification of the Information Security Management System

ISO 27701 Recertification of the Privacy Information Management System

9 Level 3 filing for cybersecurity classification protection for critical systems

UN-R155 Three-year renewal certification for Vehicle Cybersecurity Management System

UN-R156 Three-year renewal certification for Vehicle Software Update Management System



| Customer Privacy Protection Mechanisms |

01

Privacy risk screening

- We have integrated the principle of privacy protection into the Cc and system architecture while carrying out Data Protection Impa identifying and mitigating privacy risks before data processin General Data Protection Regulation (GDPR) compliance progr White Paper on GDPR".

02

Data collection procedures

- Following the principles of legality, legitimacy, and necessity, w of collection, use, retention, and protection of all personal inform as privacy policies, product/function descriptions, and service sc register and use relevant product functions and/or service scena and allow users to choose whether their data is to be collected, u
- We collect customer information mainly according to the purp or service scenarios. Due to the large number of models and t scenarios, the personal information that we collect, and pro different models, software versions or specific functions/servic of the functions/services used by customers shall prevail, and us privacy policies and voice warnings.
- In 2024, we used customer data in accordance with publicly dis privacy policy and did not collect customer data for any other pur

03

Information safe storage

- We comply with statutory requirements regarding where, ho information shall be stored, and take appropriate encryption technical measures for the storage of information.
- The internal use of data is subject to the minimum necessary security compliance review process to prevent risks associated w protect personal information rights.

04

Information archiving and deletion

- Customers' personal information shall only be retained within th the purpose stated in the product functions and/or service sce by laws and regulations, unless otherwise stipulated by laws an the personal information entities. After the above storage perioo anonymize the personal information of our customers.

We have clearly defined the zero-tolerance provisions for disclosure in the Rules and Regulations on "Employee Information Security Management" and managed and supervised the daily information security behavior of employees, set up a three-level treatment mechanism for information security incidents, reminded and notified all employees by email through the blacklist of Sunshine Integrity Alliance. In the past five years, XPENG has not suffered from data leakage security incidents, information security vulnerabilities or other network security incidents.



Case Study: XPENG Information Security Day

In July 2024, XPENG organized an information security awareness and game event for all employees in the company cafeteria. The event focused on office information security and key points of information confidentiality. Employees were educated on principles like "confidential information is confidential, confidential information is responsible," and minimizing the scope of access to confidential information. A total of 1,796 employees participated in the event.



| Customer Communication Channels |

XPENG has established diversified communication channels to build a transparent and open bridge with customer feedback through various channels including the 400 hotline, online customer service, XPENG's APP service service groups, and nationwide sales stores, ensuring timely tracking of progress and results.

| Customer Complaint Resolution |

XPENG strictly complies with the Law of the People's Republic of China on the Protection of Consumer continuously improves its complaint handling management system, processes, and technical support through Handling Management Measures". The Company also conducts regular internal and external training, case certification to enhance the capabilities of complaint handling staff and ensure customer satisfaction. In 2024, achieving a 100% response and resolution rate.

01 System Guarantee

Introduced the "XPENG Complaint Handling Management Measures" and "One-Stop Issue Escalation & Immediate Scenario Process" and "One-Stop 2024, standardizing the entire complaint management process from verification to progress tracking, solution implementation, and customer

02 Process Guarantee

Continuously improved the closed-loop complaint handling process, established a professional customer service department to coordinate and manage, and the Company introduced new complaint handling process and escalation procedures, categorizing the complexity and urgency of complaints using WeCom to proactively follow up on customer complaints and improve customer experience.

03 Technical Support

Utilized advanced technologies such as vehicle self-diagnosis, remote processing to identify and address potential issues before

2.3.2 Providing Quality Services

In 2024, XPENG launched the service philosophy of "XPENG's customers' wellness is the priority creed of "sincerity, efficiency, and integrity," to tailor a service system for customers and create a superior service experience. We formulated the After-Sales Service Management Procedures and introduced "Eight Shames" behavioral guidelines for frontline staff to provide customers with warm and efficient after-sales services. This year, we held over 490 customer service events covering after-sales usage experience, and owner care, reaching more than 200,000 participants.

| Improving Customer Service |

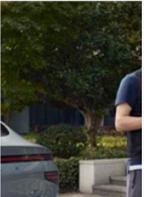
Organizational Restructuring

In 2024, XPENG focused on enhancing organizational efficiency and professionalism by integrating after-sales channels, insurance, spare parts, technical support, customer service, and charging departments into a "User Service Center," including central and 11 regional organizations, to enhance user experience.



Sales Management Platform

Provided comprehensive pre-sales and after-sales services, with the sales operations and user development departments responsible for business strategies and network planning, while regional service departments focused on after-sales strategies and process standards.



Online Service Team

Through channels such as the XPENG APP and WeCom, the Company has equipped its stores with a dedicated "XPENG Steward" online service team, integrating the online and offline service interface. Using our knowledge database, customer profile systems and remote diagnostic tools, our team is able to promptly answer and address customer questions. Simultaneously, we can provide efficient technical support through enabling timely customer communications with professional technical experts.



| After-Sales Services |

01 Return and replacement policy

We provide service guarantee for customers in accordance with such as Provisions on the Responsibility for Repair, Replacement of Automobile Products, Management Measures for Customer Complaints of XPENG and related guidance processes and standards, including implementation verification, progress monitoring and supervision as promised. XPENG Aftersales Service Center completes the relevant claims and settlements (replacement, return and repair) warranty maintenance services according to the facts, and sets relevant claims.

02 Marketing information

We design customer learning or education content according to function, high-frequency inquiry content, seasonal or cyclical performance and provide richer care service guarantee in the service process. In winter weather, XPENG's exclusive service group pushes travel safety energy-saving, tire pressure safety management guidelines and reminds customers when the temperature drops sharply; Actively remind customers and provide solutions in communication with customers, and provide services in the waiting process of road rescue, which are unanimous.

03 Product specification

The Company provides the first maintenance service for customers and recommends vehicle maintenance for each model every 20,000 km, including routine vehicle maintenance and inspection items, such as replacement of air filter, gear lubricant, brake pads. XPENG after-sales service center provides users with sales, warranty and XPENG's original high-quality products (such as headrests, sunshades).



| XPENG Energy Replenishment System |

XPENG takes customer real-life scenarios into consideration of the siting of charging stations so as to enable its charge their cars in the most convenient way. By 2023, XPENG's supercharging network covered all prefecture-level and centrally-administered municipalities. In 2024, XPENG achieved the milestone of 10,000 charging piles.

01 Super charging resource sharing in remote areas

XPENG is the first charging vehicle enterprise in the industry w all prefecture-level administrative regions and centrally-admini: 420+cities). In regions where super charging resources are scar seen 180kW DC super charging services.

02 3 km energy replenishment life circle

XPENG continues to expand its energy replenishment network. T "Life Circle" covers more than 83% of car owners in 10 core citi Guangzhou and Shenzhen so that the time needed for the c charging facility is reduced to less than 10 minutes. In more tha Kunming, Huangshi and Guilin, the coverage of the "3 km Ene reaches up to 71%.

03 Global Charging Network Expansion

XPENG is aggressively expanding its global footprint by partne vehicle service platforms and establish China's largest ultra-fast c is piloting energy storage and charging equipment, aiming for br deployment of its overseas network.



2.3.3 Ensuring Customer's Safety

XPENG emphasizes both safety and development, and has launched the industry's first intelligent driving safe driving points", including two key components—education and testing—and integrates user driving behaviour da usage guide", to help car owners understand the safety boundaries of driving with ADAS, and to improve their January 2024, XPENG achieved its goal of nationwide city coverage for urban smart driving ahead of sched 243 cities. In July 2024, the XNGP intelligent driving system, touted as "smooth experience anywhere," was o unrestricted coverage across cities, routes, and road conditions, achieving true full-scenario intelligent assisted di

01 Safety Education

Before activating the smart driving function, users must compl which focuses on key precautions and vulnerable scenarios t usage. When a new function version is released or specific sa XPENG produces introductory articles for users and dissemina external channels. Through safety tests and education, the sma users toward standardized behavior, ensuring comprehensive saf

02 "Intelligent Driving Points" Reminders

When it occurred that a driver using ADAS to assist his/her driv or is predicted in fatigued driving with frequent lack of attentior risks, the points system will deduct points to the extent of degi the system will prompt relevant safety reminders and correspon to users, such as checking appropriate intelligent driving illus instructions of functions, and participating in relevant safety improve their consciousness and skills of safe driving.

03 "Intelligent Driving Points" Incentives

High-score drivers (referred to users intelligent driving score bala gain privileges to enjoy priority in invitation to the beta tests of Xi

2.3.4 Shaping the XPENG Owner Culture

XPENG places great importance on maintaining customer relationships, fostering a user ecosystem through its platform, and providing car owners with convenient communication channels. In 2024, through continuous engagement and deep collaboration with car owners, XPENG shared value and reinforced their cultural identification with technological improvements. This collaboration drives the development of a car owner culture, embodying XPENG's philosophy of sharing value with its owners.

Care at Key Moments

During special occasions such as Mid-Autumn Festival, National Day, Spring Festival, and car owners' birthdays, XPENG provides personalized greetings and customized gifts (e.g., birthday e-cards, in-store souvenirs, free doorstep pick-up and maintenance, after-sales coupons, and premium product discounts). These gestures convey respect and care, enhancing the sense of belonging.

Vehicle Usage Support

For new car owners, XPENG provides beginner guides and curated benefits to ensure a seamless transition. For veteran owners, practical tips are shared to elevate their skills, offering comprehensive support. Additionally, XPENG crowdfunds initiatives to provide tangible service enhancements, such as seat upgrades for the G9, and chip crowdfunding for the older P7 model, improving vehicle performance and user experience.

APP-Based Owner Interaction

Through innovative services like the Smart Driving Pass, XPENG integrates smart technology into owners' lives, providing personalized experiences and interactive features. Examples include the Smart Driving Pass, "Light Up China with Smart Driving," and Smart Driving Ranking. These initiatives boost social interaction among owners, enhancing their experience and sense of belonging.

Case Study: XPENG's 10th Anniversary Event

In August 2024, XPENG held its 10th anniversary celebration themed "10 Years of Passion, Journeying Together with Smart Driving." The event invited owners to share stories about their smart driving experiences with XPENG, vehicle usage insights, unboxing reviews of XPENG store products, and their blessings and expectations for the milestone. Multiple awards were offered, including the "Star of Glory Award," "Lucky Video Award," "Sunshine Award," and "Golden Quote Award," along with generous prizes, as a heartfelt gratitude to owners.



2.3.5 Improving Customer Satisfaction

XPENG prioritizes customer experience, strictly adhering to the Consumer Rights Protection Law of the People's Republic of China. The Company has established a comprehensive customer satisfaction evaluation system and continuously refines its

The customer satisfaction survey process includes reviewing past performance, setting goals for the current year, and distributing comprehensive questionnaires, achieving 100% coverage of all users. Assessment dimensions include: service reception, service quality, and service efficiency. This allows XPENG to promptly gather feedback on service experience. Additionally, monthly NPS (Net Promoter Score) surveys⁷ assess the likelihood of users recommending XPENG services to others, with results driving follow-up visits and improvement plans across departments to continue improving customer satisfaction. In 2024, the average NPS score improved by 25% compared to 2023.

Indicator	2021	2022	2023	2024
Percentage of satisfied respondents	97%	96%	96%	96.3%
Percentage of respondents to our survey	47%	33%	35%	37%

Note: N/A indicates the goal of respondents as a percentage of the total number of customers is unknown.

In dealership management, XPENG has implemented an after-sales service policy to enhance customer satisfaction. Positive incentives are tied to core operational quality metrics and customer satisfaction indicators at service centers, while negative incentives are applied for non-compliant operations or customer complaints. Positive incentives cover metrics such as NPS, CSI (Customer Satisfaction Index), parts planning capability, training quality, first-time repair resolution rate, and online service quality. Negative incentives address issues like service misconduct, safety mismanagement, failure to meet standard inspections, technical checks, significant customer complaints involving politics or media, and poor service practices. This policy applies to 100% of stores, with satisfaction targets exceeded by over 100% and store performance improving by 9% annually.

⁷Net promoter score, also known as word-of-mouth, is an important indicator to quantify customers' good feelings towards the enterprise and whether they are willing to recommend the enterprise to others.

03

Low Carbon Drives the Future

XPENG continues to refine its environmental management system, actively implements energy-saving and emission-reduction actions, and focuses on the development of clean energy. The Company is making comprehensive efforts in energy conservation, pollution prevention, and water resource protection to promote green travel and sustainable development.

43,544 MWh

Photovoltaic power generation

3.11 million tonnes

Compared with traditional fuel vehicles, electric vehicles we produced in 2024 can reduce greenhouse gas emissions by more than across over their full lifecycles.

SDGs response of this chapter



3.1 Climate Governance

XPENG actively fulfills its responsibility to address climate change and continuously promotes low-carbon across the entire industry chain through technological innovation, energy-saving and carbon-reduction measures. In line with the recommendations from the Task Force on Climate-related Financial Disclosures (TCFD), XPENG has addressed climate change matters in four aspects, namely governance, strategy, risk management, metrics and targets, to improve its capabilities and capitalize on climate development opportunities.

3.1.1 Governance

As the highest decision-making body, the Board of Directors is fully responsible for the Company's sustainable development matters, ensuring the establishment of an appropriate and effective ESG risk management and internal control responsibilities and division of labor at various levels, please refer to the "Sustainable Management" chapter of this report.

The ESG Steering Committee is responsible for coordinating the carbon emission management strategies of each business unit and reviewing the progress of related targets.



| Group-level Carbon Emission Management Structure

Risk/Opportunity Category	Related Potential Climate Change Risks	Countermeasures
Transition Risks		
<p>Regulatory Risks</p>	<ul style="list-style-type: none"> ● Global attention to climate change risks is increasing, driving regulatory and disclosure requirements such as the HKE's mandatory TCFD-aligned disclosure requirements, the European Corporate Sustainability Reporting Directive (CSRD), and Regulation (EU) 2023/1542 Concerning Batteries and Waste Batteries. Companies expanding globally need to meet more compliance requirements. ● The Chinese government is accelerating the promotion of ESG-related policies and regulations, encouraging local governments to use carbon as a lever to achieve China's dual carbon goals and facilitate a comprehensive green transformation of Chinese society. 	<ul style="list-style-type: none"> ● To identify physical risks and progressively improve managing, mitigating, adapting to and fighting ● Continuously monitor policy and target markets, strengthen climate disclosure and management, and response strategies tailored to target ● XPENG has initiated carbon management across the entire value chain, improved Scope 1 and 2 accounting, and actively engaged stakeholders within the supply chain to help raise awareness and respond to global climate
<p>Technical Risks</p>	<ul style="list-style-type: none"> ● A mega trend of transformation toward low-carbon economy has generated large needs for low-carbon production. We may face the pressure of equipment replacement in the short to medium term to adapt to emerging requirements related to new technologies and new processes. ● The increasing market popularity for low-carbon products will stimulate enterprises to develop lower-carbon technologies and products. Our investment in low-carbon R&D might increase. 	<ul style="list-style-type: none"> ● To establish and improve the energy management system, implement online monitoring and control of energy consumption, and reduce energy consumption per unit value added through efforts in emission reduction. ● In order to advance the carbon reduction goals, we will promote the reuse or recycling of materials, as well as the development of low-carbon alternative materials. ● To use low-carbon and lightweight materials ● To establish carbon emission reduction mechanisms, develop and utilize clean energy, distributed photovoltaic power generation, high-power fast charging.

Risk/Opportunity Category	Related Potential Climate Change Risks	Countermeasures
Physical Risks		
Acute risk	<ul style="list-style-type: none"> ❖ Risks of operational disruptions at business locations due to extreme weather. ❖ Risks of delays in supply chain, production, and delivery caused by climate change and natural disasters. ❖ The Company's servers are located offsite, and backup systems cannot retrieve data in real-time. If extreme weather causes server failures, some data may not be recovered in time, posing data preservation risks. 	<ul style="list-style-type: none"> ✔ Develop emergency plans for extreme weather hazard inspections based on weather conditions to ensure the safety of factories, stores, and employees. ✔ Monitor the supply chain in real-time, assess the impact of weather on production, delivery, and finances, and share information across sales, production, and finance departments. ✔ Adopt commercial insurance and other measures to mitigate potential weather-related risks.
Chronic Risks	<ul style="list-style-type: none"> ❖ Climate change may have long-term effects on the climate at XPENG's operational locations (e.g., stores, manufacturing plants), such as extreme high/low temperatures, which could impact operational efficiency and costs, as well as employee productivity and morale. 	<ul style="list-style-type: none"> ✔ Implement process improvements at relevant sites, and link them to achieve intelligent and efficient use of resources. ✔ Optimize shift schedules, provide cooling subsidies, and implement high-temperature prevention measures to improve high-temperature environment and provide employees with a better working environment.

3.1.3 Risk Management

The Company has incorporated climate change risks into its risk management routine, and regularly report rel of Directors. We have established a robust process for identifying, assessing, and managing climate risks and c monitoring international, national, and industry developments to promptly identify and update relevant risks. Mul jointly assess the potential impacts of identified risks, classify climate risks based on their probability of Management then develops response plans for high-priority and urgent risks, while promptly issuing early wa externally. For details on the risk management framework and the processes for identification, assessment, and to the "Risk Management" chapter of this report.

3.1.4 Metrics and Targets

To systematically advance the dual carbon goals and effectively address climate change, we will set phased and long-term carbon reduction targets. Specific carbon reduction plans will be developed for Scope 1, 2, and reduction measures will be continuously improved to steadily enhance climate governance.



3.2 Green Products

XPENG commits to green production and sustainable development, actively exploring green so product lifecycle in areas such as green product design, green product certification, battery rec substance control. This ensures that our products meet user needs while offering low-carbon friendly advantages.

3.2.1 Green Design

We are committed to incorporating environmentally friendly principles into the product design phase, continuc measures such as lightweight vehicle design and upgrades to the electric drive system to reduce the carbon vehicle's lifecycle.



3.2.2 Green Products

We adopt environmentally friendly material solutions, such as large-scale using PU leather materials certified by for infant contact in the interior of the P7+ model, and equipping it with CN95-grade air filters that achieve over 99.9% for 0.5μm particles.

We are committed to reducing the carbon footprint during product use by leveraging technological innovations in driving and charging. For home charging piles, we introduced a sharing feature to support shared home charging, reducing power consumption from 4.2W to 2.8W. For supercharging equipment, we launched the S5 model, which not only reduces standby power consumption from 101.8W to 54.4W, representing a 46.6% reduction. Additional technologies applied to the P7+ model result in a network terminal energy consumption of only 11.4 kWh per 100 kilometers, achieving a range of 10 kilometers per kWh and helping users save energy and reduce emissions.

| Product Safety Certifications and Awards |

C-GCAP⁸ 5-star ratings for Occupant Health, Energy Efficiency, and Low Carbon

XPENG G9 Model

C-GCAP 5-star and C-AHI⁹ 5-star health car ratings

XPENG X9 Model

OEKO-TEX Standard 100 Certification

The cover materials used in the interior design of XPENG X9 model have received

OEKO-TEX Leather Standard Level I Certification

The cover materials used in the interior design of XPENG X9 model have received

⁸C-GCAP, or the China Green Car Assessment Program, evaluates the green performance of vehicles across three dimensions: vehicle energy efficiency, occupant health, and low carbon.

⁹C-AHI, or the China Automobile Health Index, assesses and rates vehicles based on factors such as volatile organic compounds (VOC), formaldehyde, and benzene.

During the reporting period, XPENG developed the Organizational Carbon Emission Accounting Standards and Footprint Accounting Standards based on international accounting principles and the Company's specific circumstances and its carbon management capabilities. XPENG conducted carbon footprint assessments for all its vehicle models, covering the entire lifecycle from raw materials to production and usage. Based on data from the "China Automobile Industry Chain Carbon Footprint Accounting Standards", the average lifecycle carbon emissions of XPENG's vehicles in 2024, weighted by production volume, were 192.3 gCO₂e/km, which is 19.3% lower than same-class fuel vehicles. Key model comparisons are shown in the table below.

Compared to traditional fuel vehicles, the electric vehicles produced by XPENG in 2024 are expected to reduce by over 3.11 million tons throughout their lifecycle.

Model	Full Lifecycle Carbon Emissions ^{Note} (gCO ₂ e/km)	CPP Average for Same-class Fuel Vehicles (gCO ₂ e/km)
P7i	188.63	271.30
G9	231.46	366.89
G6	209.26	311.24
X9	244.72	345.09

Note: We adopt the same calculation scope as CPP for comparison, which includes the raw material acquisition stage, the vehicle manufacturing stage, and the vehicle usage stage.

3.2.4 Hazardous Substance Control

We have established a comprehensive control system for prohibited substances, ensuring that the environment vehicles meets standards while progressively reducing and substituting hazardous substances. The Company a Management Measures for Prohibited and Restricted Substances and Recycling to control hazardous substances in our products. Hazardous substances must meet the standards outlined in the Requirements for Prohibited a in Automotive Products. All materials used in our vehicles comply with the national standard GB/T 30512 Re Substances in Automobiles, with additional requirements such as zero detection of asbestos substances, and and azodicarbonamide not exceeding 0.1%. Furthermore, in 2022, we established a VOC (Volatile Organic standard system and process specifications covering vehicles, components, and materials, strictly controlling h For example, our paint products have fully transitioned to water-based coatings, with eco-friendly paints su accounting for 100% of paint usage, effectively reducing the impact of VOC emissions on air quality.



3.3 Green Production

XPENG adheres to the concept of green production and sustainable development, and actively assumes its environmental and social responsibilities. We strictly comply with the requirements of various laws and regulations of the countries and regions where we operate. Across a full-spectrum of our business operations, we continuously optimize energy efficiency and energy conservation, reduce water resources, and implementing comprehensive waste management. We are committed to reducing the carbon footprint of our production and operational activities and building green, environmentally friendly, and sustainable manufacturing.

3.3.1 Environmental Management

XPENG continues to optimize its environmental management system, refines various responsibilities of environmental management, and implements measures for environmental emergency response and ecological protection. The Company regularly monitors key environmental indicators to ensure compliance with environmental regulations. We actively conduct employee environmental education to enhance green awareness and strengthen environmental management capabilities.

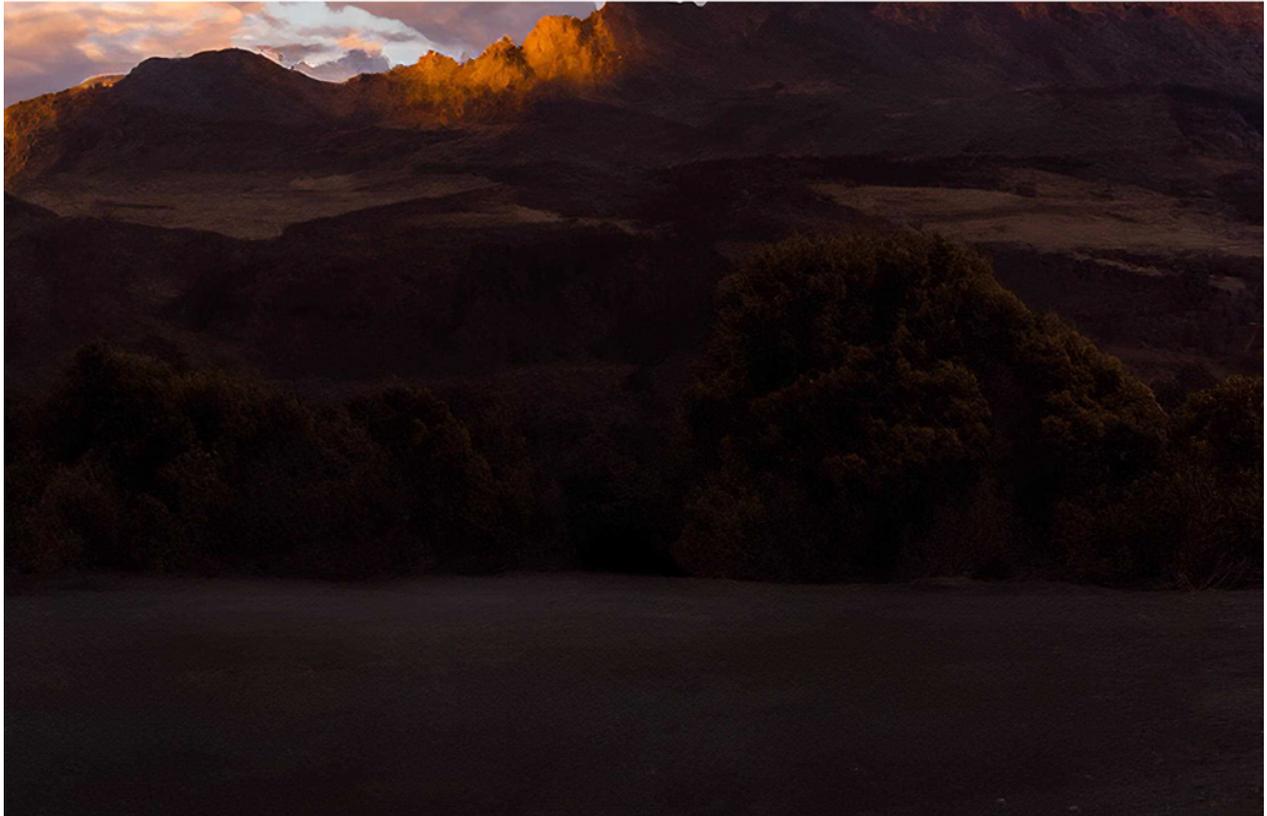


| Environmental Monitoring and Auditing |

We regularly entrust qualified third parties to monitor wastewater, gaseous pollutants, and groundwater. The results show that all indicators have met the standards. We conduct internal and external environmental audits every year to ensure our management and operations to comply with relevant regulations, standards and the requirements of stakeholders. We have not been subject to any significant fines or penalties related to environmental or ecological issues over the past five fiscal years.

| Emergency Management of Environmental Incidents |

We have formulated a comprehensive risk factor identification mechanism. In response to environmental emergencies, we have formulated a series of system documents such as the Emergency Assessment Report for Environmental Incidents, the Investigation Report for Environmental Emergency Resources and the Emergency Response Plan for Environmental Incidents. We have also set up an emergency response team and determined the responsibilities, personnel, technology, equipment and coordination needed from all relevant departments. During the reporting period, the Zhaoqing Plant and other plants have identified major hazardous sources in hazardous waste storage facilities, analyzed potential risks such as adhesive fires and conducted corresponding emergency drills to improve the efficiency of responding to environmental emergencies and mitigate risks.



3.3.2 Energy Management

XPENG is committed to improving the energy management efficiency of its manufacturing plants, actively advancing the improvement of the energy management system and energy-saving renovation projects, and increasing the proportion of renewable energy usage. This aims to continuously optimize energy performance and energy structure, enhance operational efficiency, and reduce carbon emissions from production.

XPENG 

| Energy Conservation |

XPENG strictly abides by relevant laws and regulations such as the Energy Conservation Law of the People's Republic of China and continuously optimizes its own energy management. Each manufacturing plant has established regulations such as the Manufacturing Plant Energy Management Procedures, standardizing management processes from three dimensions: energy procurement, refined management, and energy-saving improvements, so as to enhance the effectiveness and efficiency of energy utilization, and promote the Company's sustainable development. In 2024, XPENG has continued to practice energy conservation and emission reduction with the target of lowering energy consumption by 5% per unit vehicle.



Guangzhou Plant

Zha

Through independent maintenance of compressed air during non-production stages, energy saving measures in water cooling systems, loss reduction in air conditioning cooling, and energy saving improvements in deodorizing fans in sewage stations, energy efficiency is improved, promoting the rational use of energy. For example, the North District Plant reduced electricity consumption by 378,000 kWh by lowering compressed air production pressure and optimizing the cooling method for PDI air conditioning in the final assembly.

During the reporting period, a third-party energy audit was completed, an energy audit report was prepared, and submitted to municipal regulatory authorities for review.

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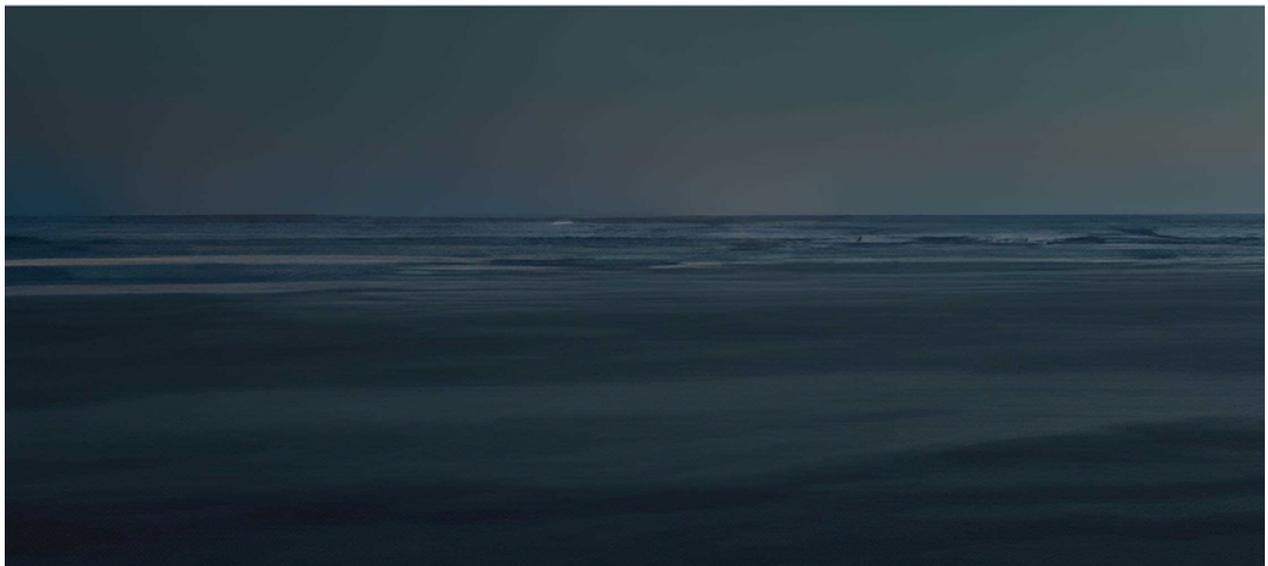
3.3.3 Water Resources Management

XPENG adheres to national water resource management policies, strictly controls wastewater discharge, and controls usage processes to avoid adverse impacts on water resources. The Company's water source comes from municipal supply and no water pollution incidents or related fines occurred during the reporting period.

| Wastewater Management |

XPENG has established a strict Water Pollution Prevention and Control Management System to ensure that all discharges meet standards before discharge. Each manufacturing plant is equipped with independently operated wastewater treatment facilities to ensure compliance with the Discharge limits of water pollutants (DB44/26-2001) of Guangdong Province.

Production Wastewater	Domestic Sewage
In the coating workshops, the Company has adopted zirconization for conversion coating, which can avoid the discharge of heavy metal wastewater and effectively protect water resources.	Sewage from the canteen is set up with oil traps and retention tanks, removing any deposited oil. Direct discharge into sewage pipes are prohibited.
All sewage discharge goes through a sedimentation tank and restricted maintenance areas, which is then discharged into the designated sewage pipelines.	Bathing sewage is discharged into sedimentation tanks for retention, in order to prevent any solid waste or plastic bags from being discharged into sewage pipes.
Water drains are equipped with filters to regularly collect and remove oils.	A three-stage filtration system is implemented for the discharge from toilets, which is discharged into designated sewage pipes.



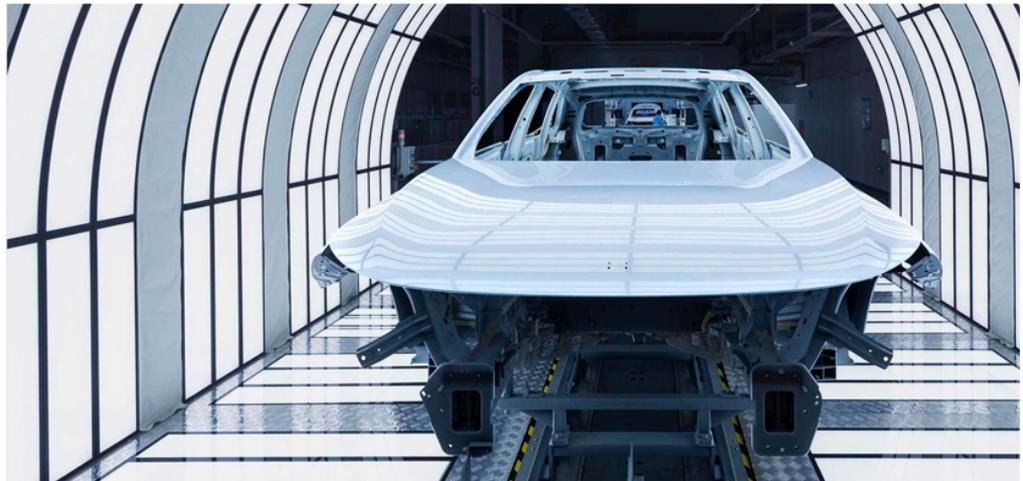
3.3.4 Pollutant Management

| Air Pollutants |

XPENG strictly complies with the Air Pollution Prevention and Control Law of the People's Republic of China emission management during production and operations, and establishes systems such as the Air Pollution Management System. Targeted measures are taken to ensure exhaust emissions meet standards and avoid atmospheric environment.

For dust and volatile organic compounds (VOCs) generated during production, we regularly inspect the replace and the effectiveness of dust removal fans. We actively select processes, technologies, and equipment that cau prioritizing raw and auxiliary materials with low or no toxicity and low VOCs content to minimize the general pollutants.

Main air pollutants	Processing measures
<ul style="list-style-type: none"> ☉ Dust 	<ul style="list-style-type: none"> ☑ After being collected and processed by the exhaust gas collec through a 15-meter-high exhaust stack, meeting regulatory stand smoke that are trapped indoors are collected by the roof ventilato discharged into the atmosphere for dilution and diffusion after me
<ul style="list-style-type: none"> ☉ VOCs 	<ul style="list-style-type: none"> ☑ VOCs are collected through various work-station gas fume hoo by the first-order activated carbon filters. After ensuring reg met, it is discharged from the exhaust pipes, complying with (Emission Standard of Volatile Organic Compounds for Surface Manufacturing Industry (DB44/816-2010).



| Waste Management |

We strictly comply with relevant laws and regulations such as the Law of the People's Republic of China on the Environment Pollution Caused by Solid Wastes, establish a comprehensive waste management system, and dev systems such as the Solid Waste Pollution Prevention and Control Management System and Hazardous Waste Waste is managed comprehensively from classification, transfer, to disposal. During the reporting period, th Guangzhou Plant conducted important hazard source reviews of hazardous waste storage facilities, identifie and safety risks, and conducted emergency drills for chemical leaks and adhesive fires to enhance the ability to pollution and safety incidents.

Waste management measures	
<ul style="list-style-type: none"> Storage placement 	<ul style="list-style-type: none"> Set up a solid waste storage room to classify, recycle and proce packaging materials, hazardous waste, domestic waste, etc., with c The storage site is treated with cement hardening and anti-se ground leakage collection trenches are installed to avoid en accidents. The storage site is equipped with dry powder fire extinguishing sy monitoring systems, central air conditioning, electrostatic disch safety measures to effectively avoid environmental pollution incid
<ul style="list-style-type: none"> Transition processing 	<ul style="list-style-type: none"> Signed a waste disposal contract with a qualified third-party u transition and treatment in accordance with the "Measures fo Hazardous Waste Transfer". All hazardous waste entering the warehouse is weighed, record suitable manner. Establishing a solid waste management system, keeping track c entrusting a qualified third party to handle the waste, ensuring th disposed of.
<ul style="list-style-type: none"> Hazardous waste reduction 	<ul style="list-style-type: none"> Reducing the generation of hazardous waste by increasing the plate to reduce glue residue, adding lining within the glue barrel, a solvents (particularly reducing the frequency of varnish cleaning : of water-based solvents).

During the reporting period, manufacturing plants reduced hazardous waste generation by over 700 tons. Among based hazardous waste by nearly 450 tons through the introduction of drying equipment for sludge and adjus sludge pressing processes. The Guangzhou Plant reduced hazardous waste generation by 170 tons through me vehicle color sequencing, reducing residual adhesive in final assembly and body shops, recycling adhesive ba barrel liners, and improving residual adhesive weight at triangular window glass adhesive stations.

3.4 Green Logistics

XPENG places great emphasis on the environmental impact of logistics and actively takes measures to reduce carbon emissions in packaging reduction and transportation, striving to build a green and low-carbon logistics and transportation system.

3.4.1 Green Packaging

In packaging strategies, we vigorously promote the use of reusable packaging (such as European-standard plastic box, hoarding box, metal box, and material pipe), upgrading original wooden frames and disposable cardboard boxes packaging to reusable metal racks. For necessary packaging liners, we insist on using environmentally friendly and easily recyclable green materials. For vehicle component transportation, we minimize the use of packaging materials for special parts by adopting metal racks and separating components. In 2024, we reduced the use of 1.273 million plastic bags by optimizing component layouts, packaging materials, improving loading rates, and eliminating standalone plastic bag packaging. Additionally, we actively encouraged suppliers to improve packaging. During the reporting period, through the UDS spare parts packaging procurement project, we enabled two suppliers to deliver six products with packaging and required three suppliers to adjust their Standard Number of Packages (SNP) from 1 to 3, effectively reducing packaging material usage in the supply chain.



3.4.2 Green Transportation

We continuously optimize transportation strategies by replacing vehicles with new energy vehicles, increasing vehicles, and adjusting the proportion of water and rail transport to minimize carbon emissions during transport. White Paper outlines multiple requirements to promote green logistics. During the reporting period, we not only use trucks compliant with China's Phase V vehicle emission standards but also encouraged suppliers to increase energy vehicles in their fleets. Furthermore, through collaboration with international maritime logistics suppliers, various reduction methods, including the use of biomass fuels, to achieve lower-carbon international vehicle logistics.

| XPENG Green Initiatives in Logistics |

Increasing the full load rate

According to the contract structure and recent scheduling resources, we adjust the vehicle loading order. In consideration of the estimated sales trend, we replenished the inventory in advance for transport orders without full load, thus improving the full load rate and reducing the energy consumption and carbon emission in transport.



Establishing Logistics Matching Models

Use models to precisely identify optimal regions, optimize component pickup routes, shorten pickup distances, reduce energy consumption, and lower carbon emissions.



Optimizing the mix of water-rail multimodal transport

In consideration of the efficiency of water transport and railroad transport, we increased the proportion of railroad transport in inland regions, and reduced the demand for connecting transport from ports to warehouses, thus reducing unnecessary transport journeys.



Selection of logistics and transportation equipment

Lithium battery charging equipment is used in our transportation equipment to eliminate lead-acid battery and avoid polluting liquids. Our Guangzhou Plant has achieved 100% use of lithium charging equipment.



3.5 Green Services

XPENG integrates low-carbon management into store construction and daily office operations, achieving operations through initiatives such as "photovoltaic energy storage" stores, promoting green travel, and advancing

3.5.1 Green Stores

The "XPENG Kunming Expo Park Service Center" is the Company's first store powered by photovoltaic energy. Located at high altitude and abundant sunlight, the service center installed cadmium telluride photovoltaic panels on the second floor and monocrystalline silicon photovoltaic panels on the third-floor workshop roof. The project generates an average of 3.43 million kWh of electricity annually, meeting the store's operational electricity needs and supporting XPENG's supercharging station project, providing convenient charging services for new energy vehicle owners. In 2024, the store generated 3.43 million kWh of electricity and reduced carbon dioxide emissions by 1,877 tons.



3.5.2 Green Office

We integrate green, low-carbon, and eco-friendly concepts into daily work and life, formulating a series of green including the XPENG Headquarters Campus Energy Saving and Consumption Reduction Control Plan, XPENG Saving and Consumption Reduction Control Plan, and Overseas Business Travel Management Regulations, aim low-carbon work environment. Additionally, we actively promote a low-carbon office culture, encouraging environmental and green living concepts in their daily routines.

In 2024, we customized over 20,000 Mid-Autumn Festival gift boxes using eco-friendly paper or corrugated cardboard, low-energy, low-pollution, and recyclable, with corrugated cardboard being 100% recyclable. Approximately 14.5 reused.

For the 10th-anniversary employee commemorative T-shirts, we chose certified organic mercerized cotton, ensuring no pesticides or fertilizers were used during cotton cultivation. The production process used environmentally treated organic dyes, minimizing environmental impact. Advanced manufacturing processes, eco-friendly dyeing, and recyclable production materials enhance sustainability.



04

Collaborative Pursuit of Sustainable Prosperity

With responsibility as the cornerstone and innovation as the driving force, XPENG is fully implementing sustainable development concepts. Through multi-dimensional collaborative development XPENG continuously strengthens corporate responsibility and promotes shared prosperity between the company and society.

5 awards
Receive employer related awards

100%
Signing rate for the Integrity Commitment Letter among suppliers

12.95 Million
Donated accumulatively to the XPENG Public Welfare Foundation

SDGs response of this chapter



4.1 Employee Responsibility

Employees are the core driving force of corporate development. XPENG consistently adheres to the principle safeguarding rights, empowering growth, and implementing diverse care initiatives to create a chapter of harmony with employees.





Indicator	Unit	2022	2023
Total number of employees	Person	15,829	13,550
Number of part-time/internship employees	Person	802	817
Number of new employees	Person	7,910	3,795
Number of employees with disabilities	Person	114	185

Proportion of employees by sex	Unit	2022	2023
Male employees	Person	80.4	80.4
Female employees	Person	19.4	18.1
Undisclosed	Person	0.2	1.5

Proportion of employees by employment rank	Unit	2022	2023
Senior management	%	0.1	0.1
Middle management	%	9.0	9.5
Ordinary employees	%	90.9	90.4

Proportion of employees by age	Unit	2022	2023
29 years old and below	%	46.6	39.9
30-49 years old	%	51.3	58.0
50 years old and above	%	0.3	0.2
Undisclosed	%	1.8	1.9

Proportion of employees by region	Unit	2022	2023
Chinese mainland	%	98.5	97.9
Hong Kong, Macao and Taiwan	%	0.2	0.2
Other regions	%	1.3	1.9

¹⁰ 本年度開展校企合作專案，為在校學生提供合作實習崗位。

| Labor Compliance |

XPENG strictly adheres to international human rights standards, including the Universal Declaration of Human Rights, the International Labor Organization Standards, and self-governing principles on security and human rights, demonstrating respect for the unique cultures, customs, and languages of different countries and regions. In our business development, we align with social values.

XPENG firmly prohibits child labor and forced labor in its operations and among its partners. We uphold standard agreements with interns and temporary workers. During recruitment, we strictly require candidates to provide valid information. If any signs of child labor or forced labor are detected, the Company will immediately terminate the employment.

To strengthen the foundation of human rights protection, the Company regularly conducts human rights risk assessments. These audits are deeply integrated into the risk management process to comprehensively verify employment compliance and regulations, with no incidents of child labor, forced labor, or coercion, maintaining a positive corporate image.

| HR Review Process |

In 2024, we updated the Employee Code of Conduct Regulations V3.0, clearly stipulating that the Company prohibits child labor, and bans the use of products or services from companies involved in child labor. The Company reiterates this under all circumstances. Additionally, the Company strictly prohibits human trafficking and does not tolerate violence or harassment of employees. Regarding anti-harassment, we provide training for all new employees to ensure a harassment-free environment.

In 2024, we received no employee complaints related to discrimination, harassment, fraud, or human rights issues.

01

Step 1

During the recruitment process, recruiters check the basic information of personnel, their employment status, and whether they have prior identified prohibition of business strife.

02

Step 2

During the interview process, HR interviews are conducted, and comprehensive determination of the candidate's experience and ability is made based on the Company's Recruitment Position, Salary and Offer Approval.

| Employee Benefits |

In 2024, XPENG established a major benefits project team dedicated to formulating employee benefits policies and implementing company-wide benefit programs. The Company has formulated a Salary Management System to ensure that employees enjoy a competitive remuneration and diversified welfare system in the global market, with clearly defined salary composition, stock policies, tax regulations, payment equality among genders and welfare management in different countries.

We provide employees with a variety of benefits, including basic salary, annual salary adjustments, year-end bonuses and average salary range of the Company and its employees was approximately equal to the market level. We also provide salary incentives, performance bonuses and a series of non-salary benefits that are tailored to the needs of employees. XPENG places on all its employees.

| Composition of Benefits |

Non-salary benefits for employees include annual medical checkups, commercial insurance, occupational health insurance, travel insurance, maternal care benefits for female employees, and compassion plan providing financial assistance for employees and their families in the event of serious illnesses. We prioritize employees' daily needs, offering two meals a day or corresponding subsidies for all employees and intern staff. We strive to create a caring and supportive work environment where every employee feels valued.



| Democratic Management |

We actively listen to employees' voices, establishing diverse online and offline communication channels to optimize employee experiences. In 2024, the employee experience platform provided all employees with anonymous collection, creating an efficient resolution process. Based on the platform's feedback, targeted improvements employee input into actionable management enhancements. Additionally, we held all-employee meetings, gather online and offline channels.

Employee communication and feedback channels	
Offline means of communication	1-to-1 communication platform: 30' Listening
	Annual Employee Meetings
Online means of communication	Letters to all staff
	"XPENG people" WeChat official account
	"XPENG's Words" Feishu subscription account
	"XPENG Employee Experience" Feishu subscription
	Employee experience platform

We conduct annual employee satisfaction and engagement surveys, focusing on employees' experiences with culture, ensuring their voices are effectively integrated into company decision-making. The 2024 survey results were encouraging, showing significant improvements in strategic planning, management efficiency, and corporate culture.

| Employee Privacy Protection |

XPENG places great importance on employee privacy protection. In 2024, the Company updated the Data Compliance Management Procedures, upgrading employee salary, social security, HR information, and personal records as core sensitive data. Access to such data requires strict approval and must not be stored, processed, or transmitted on networks, systems, or terminals without security measures. It is prohibited to send such data via WeChat or other online tools, take photos, upload to social platforms, or disclose to unrelated personnel.

Before collecting employees' personal information for contract signing, the Company provides the XPENG Personal Privacy Policy, clearly outlining information collection and usage rules. Information collected domestically is stored within the country, while cross-border transfers require separate authorization and security measures. The Company also provides

employees with personal information management information only for necessary periods afterward.

The Company has established strict internal processes, involving business, legal, and compliant data usage. Through data classification authorization matrices, de-identification, and we have built a comprehensive data control system to protect employee privacy.

In 2024, the Company did not encounter personal information protection regulations.

4.1.2 Supporting Employee Development

XPENG focuses on "growth-oriented" development, creating a diversified career development platform for continuous empowerment, we help employees enhance their capabilities, consolidate and drive the Company's core competitiveness, innovation, and transformative power, injecting strong momentum into the Cor

| Employee Training |

We have established the Training Management System and Management Measures for Internal Trainers, to employee training system to unlock employee potential and promote their learning and growth. We continuous training system, providing enhanced training for managerial staff and new explorers based on the Comp employees' career development needs. Additionally, we introduce diversified management, professional, and g the course structure. This year, we have invested a total of RMB 2.752 million by integrating XPeng Class onl offline teaching resources to comprehensively support employees in acquiring knowledge and transforming res high-quality talent team.

01 Thousand Generals Program

A specialized empowerment project for all managerial staff, c enabling over 600 managers to deeply understand and master philosophy, processes, and requirements. This program enhance teams, focusing on TOP management scenarios to promote m skill empowerment, and practical sharing.

02 Explorer Program

A training upgrade project targeting campus recruits and s experience. It focuses on medium- and long-term talent plann Campus recruits undergo phased cultural integration, busines enhancement through the "Huangpu Training Camp," Pengxin N Skills Special Lectures. Social hires quickly integrate and becom Track Onboarding Camp, laying the groundwork for future develo the training system and full-process management, delivering hig core positions.



| Professional Skill Certification |

In 2024, XPENG continuously optimized the skill talent cultivation mechanism. An expert team completed assessment and evaluation standards for 8 professions (job types) based on relevant standards, and filed the standards with the government system. We held a Level 2 Technician Vocational Skill Certificate Award Ceremony at the Zhaoqing Plant, presenting Level 2 (Technician) Vocational Skill Level Certificates to 35 employees who passed the enterprise and government department reviews. Since the certification launch in 2023, 197 employees have obtained nationally level certificates.



Photo of the Level 2 Technician Vocational Skill Certificate Award Ceremony at the Zhaoqing Plant

¹¹The formula for calculating the percentage of employees receiving training is: Total number of employees receiving training / total number of employees * 100%.

¹²The gender of overseas employees was not counted in this year's statistics, accounting for 1.7% of the total.

¹³The formula for calculating the average number of hours of training for a certain category of employees is: Total number of hours of training for that category of employees / total number of employees in that category * 100%, the same below.

| XPENG Class Online Training Platform |

XPeng Class Online Learning Platform

In 2024, XPENG continued to optimize the "XPeng Class" online learning platform, focusing on learning, examinations, and onlinonly ne training to create a more efficient and interactive learning experience. Company introduced new live-streaming courses, AI-powered question generation technology, and business-specific sections. Throughout the year, the overall login and learning rate reached 98%, with learning duration of 13.72 hours per person.



4.1.4 Work Safety

XPENG consistently prioritizes employee safety as its core focus, firmly establishing a safety-first development philosophy, adhering to relevant laws and regulations such as the Law of the People's Republic of China on Work Safety. By building a comprehensive safety management system, the Company integrates risk prevention into daily operations, and effectively ensuring the safety of the production process. At the same time, we strengthen safety awareness, conduct regular and systematic safety training, and comprehensively enhance employees' emergency response capabilities, striving to create a healthy and safe production environment.

| Safety Management System |

We have formulated documents such as the Measures for the Administration of Work Safety and the Measures of Work Safety Responsibility System, establishing a three-level safety management structure with clear Safety Steering Committee and a Safety Management Office, actively implementing the production safety responsibility system. In accordance with ISO 45001 and safety-related regulatory requirements, we have revised and improved the Company's safety management documents, releasing five updated files, including Safety Incident Management Policy V6.1, Special Equipment Personnel Management Policy V2.1, and Zhaoqing Test Field Safety and Usage Management Implementation Measures.

To ensure the achievement of occupational health and safety goals, we have set key safety performance indicators including Level 1 and Level 2 safety incidents, the Level 3 safety incident rate, and SCI (Safety Capability Index)¹⁴ assessments of manufacturing plants and R&D departments to sign the Statement on Occupational Health and Safety Goals. To meet performance targets, reflection and improvement plans are required, with detailed explanations provided

Main Duties

Responsible for overall safety management.

Responsible for coordinating the construction and management of the Company's occupational health and safety management system and environmental management system.

Main Duties

Responsible for daily management functions of the Safety Steering Committee Office, formulates and breaks down annual safety target indicators, and conducts regular inspections and assessments.

Main Duties

Implement the safety management of the Company and carry out independent safety management within the department.

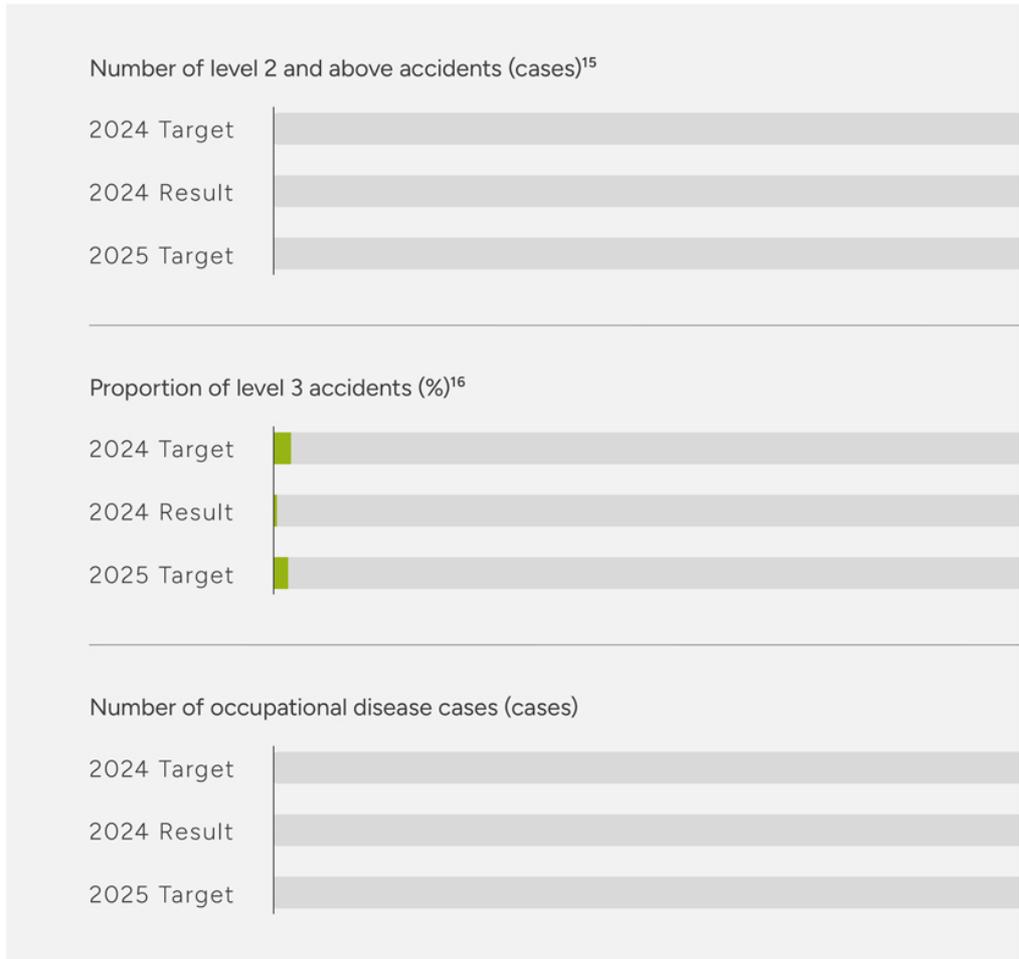


¹⁴SCI Assessment: The score is out of 100, and the occurrence of a first or second level security incident is judged as a 60-point failure.

| Stakeholder Safety Management |

The Company implements the Stakeholder Safety and Environment Management Policy and requires supplier Safety and Environment Agreement, clarifying the responsibilities and requirements of occupational safety and for both sides. In 2024, no occupational safety accidents involving serious injuries or worse occurred among the scope of XPENG's operation.

Safety management goals and results



Indicator	2022	2023
Lost-time injury frequency rate ¹⁷ (per one million hours worked)	0.505	0.629
Data coverage (%)	100	100

¹⁵Level 2 accidents refer to serious injury accidents, major fire accidents, major traffic accidents and occupational disease accidents; level 3 accidents refer to minor injury accidents, general fire accidents and general traffic accidents.

¹⁶Level 3 accidents refer to minor injury accidents, general fire accidents and general traffic accidents.

¹⁷Lost-time injury frequency rate= Number of accidents involving loss of working days / Total working hours during the reporting period

| Risk Prevention |

We have established a systematic risk management and control mechanism, effectively identifying and mitigating source through safety performance evaluation, the establishment of a dual prevention system, enhanced hazard investigation.

01 System audit

In 2024, we conducted the semi-annual safety management system, system empowerment inspection for key of the safety management system and took actions on the identi

02 Internal safety audit

In 2024, we conducted an internal audit of occupational safety with a rectification rate of 100%.

03 Safety inspection

In 2024, we continued implementing the safety performance comprehensive evaluation of processes and outcomes, the Company met the target.

04 Construction of dual system construction

In 2024, we continued pursuing ISO 45001 and ISO 14001 certification. Manufacturing Co., Ltd. and the Guangzhou Xiaopeng Technology Inspections of production areas identified and rectified 15 safety

05 Hazard Prevention

In 2024, we organized hazard prediction training (KYT) and risk the Hazard Source Identification and Evaluation Management System Motors Technology Co., Ltd., and formulated relevant control measures sources were identified.

06 Risk Identification

In 2024, the Company carried out multi-level risk investigation across safety checks on the operation scope of the Company, and identified dangers, with a rectification rate of 100%.

4.1.5 Care for Employees' Body and Mental Health

| Diverse Activities |

XPENG is committed to creating a warm and vibrant corporate culture atmosphere for employees, continuously and a sense of belonging through diverse activities. The Company not only organizes colorful holiday celebrations, building activities but also provides thoughtful dining experiences and daily care initiatives, offering comprehensive and ensuring every employee feels the care and warmth from the Company.

Case Study: "525 I Love Myself" Health Day

In 2024, XPENG launched our fourth "525 I Love Myself" Health Day, offering employees a combination stress-relief activities. At various on-site events, activities such as traditional Chinese medicine consultation and an employee gratitude wall were held, helping employees relieve stress in a fun and relaxed way. Additionally, we launched an online activity called "Share Relaxation—Creative Stress Relief & Relaxation Tips," encouraging personalized stress-relief techniques. This attracted 83 participants who collectively received over 700 likes.

"525 I Love Myself" Health Day Event Site



Fitness Session



Case Study: First Frisbee Friendship Tournament

In 2024, we hosted our inaugural "Ten Years of Passionate AI, Happy FLY" frisbee tournament. Over 14 teams from frontline stores, headquarters R&D, and other departments competed over a month, delivering 20 matches that showcased the tenacious and spirited competitiveness of XPENG employees. The frisbee tournament attracted attention from all XPENG staff, with photo livestreams and shares reaching 30,000 views and shares.

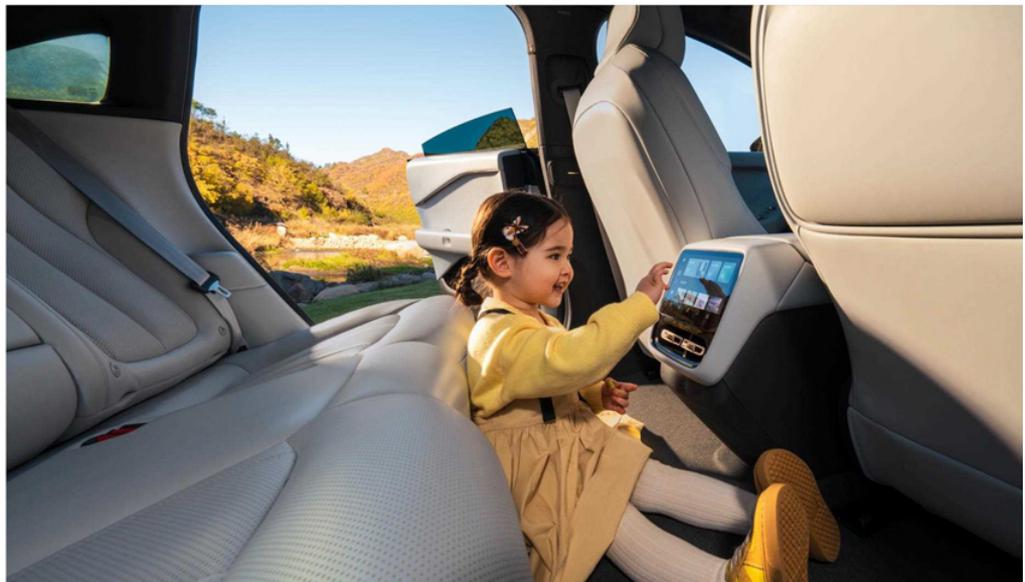


4.2 Sustainable Supply Chain

XPENG takes a systematic compliance policy as its core, enhancing the sustainability and resp capabilities of its supply chain through a full lifecycle supplier management model and regular targ

4.2.1 Procurement Compliance

XPENG has consolidated its supplier management policies and formulated the XPENG Supplier Code of Conduc the principles of transparency, integrity, legality, and health in procurement. It sets requirements for suppliers in are protection, environmental responsibility, supplier management, and the responsible sourcing of raw materials. We suppliers to build a solid cooperative relationship. We adopt a zero-tolerance stance toward suppliers' violations of t all suppliers to sign the Integrity Commitment Letter and Confidentiality Agreement at the outset of cooperation, s and responsibilities of both parties in key areas such as anti-corruption, intellectual property protection, and bus the XPENG Supplier Code of Conduct, we strictly define the baseline for supply chain collaboration. For serious v rights abuses, child labor employment, or forced labor, we will resolutely blacklist the corresponding suppliers to e operation of the supply chain and uphold the moral and legal order of business cooperation.



4.2.2 Supply Chain Management

In the current globalized business environment, supplier management has become an indispensable part of corporate management. XPENG is committed to maintaining high standards in its supply chain to ensure product quality and sustainability. To this end, we have implemented a comprehensive full lifecycle supplier management strategy, covering supplier admission, audits, risk management among other initiatives.

01 Supplier Admission

We have established the Supplier Admission Management Measures to safeguard occupational health and safety, prohibit child labor, ensure compliance, and continuously improve product quality and safety. We obtain certifications such as IATF 16949 and ISO 9001. For potential suppliers, we exercise due diligence from multiple perspectives, including fire safety, ISO 14001 certification, pollutant emissions, financial report audits, and integrity. We require potential suppliers to complete the Supplier Sustainability Survey, which covers areas such as corporate governance, working conditions, labor rights, ethics, environmental responsibility, supplier management, and materials. Through these surveys, we not only assess their supply chain management but also place significant emphasis on their ESG performance. We prioritize partners who are leaders in the domestic and international markets to ensure fulfillment quality.

02 Supplier Audits

Based on the Supplier Performance Management Measures, we conduct regular evaluations of all suppliers across four key dimensions: business performance, quality management, spare parts, and categorize suppliers based on the results. In turn, we rigorously audit the stability of suppliers' product quality through (COP) testing of samples. Additionally, through the Strategic Supplier Management, we screen and manage core suppliers differently, strengthening cooperation. Furthermore, according to the Parts Supplier Performance Assessment Measures, we conduct regular assessments of suppliers who fail to comply with ISO 27001 management system requirements or exhibit operation instability and compliance of the supply chain.



Region	2024
● South China	293
● East China	401
● North China	80
● Central China	63
● Northeast China	15
● Southwest China	39
● Northwest China	5
● Hong Kong, Macao, Taiwan and overseas	14

Number of suppliers who have signed the Integrity Commitment Letter **910**

Tier-1 suppliers

Number of suppliers that have been assessed for sustainability risks over the last three years: **910**
 Proportion of suppliers assessed over the past three years : **100%**
Target description: In 2024, the Company completed sustainable risk audits of 242 additional Tier 1

Core non-tier 1 suppliers

Number of suppliers that have been assessed for sustainability risks over the last three years: **82**
 Proportion of suppliers assessed over the past three years : **100%**
Target description: In 2024, the Company completed sustainability risk audits of 35 key non-tier 1 s

Tier 1 suppliers [Sustainability Iterative Audit]

Number of suppliers that have been assessed for sustainability risks over the last three years: **43**
 Proportion of suppliers assessed over the past three years : **5%**
Target description: Iterated Sustainability Audit Questionnaire 2.0 in Q4 of 2024, based on the questionnaire QA management audits, will cover all parts suppliers in FY25-27

4.2.3 Supplier Enhancement

We work together with our supply chain partners to pioneer the future, driving transformation of supplier capabilities. Beyond improving product and service quality, to unleashing innovation potential, leading suppliers to achieve leapfrog upgrades in sustainable development, and quality management.

| Supplier Training |

We consistently focus on enhancing the sustainable development capabilities of our supply chain, ensuring the training through systematic policies and regulations. In 2024, the Company maintained a 100% signing rate for the Code of Business Ethics, ensuring all suppliers strictly adhere to anti-corruption and business ethics requirements. We also developed various training programs covering key areas such as ESG management, quality capability enhancement, and compliant operations.

We conducted 133 supplier training sessions, covering topics such as ESG concepts, reconciliation and payment Control Circle (QCC) initiatives for quality improvement. For anti-corruption training, the Company engaged through one-on-one executive meetings and targeted activities like the "Peng Chain Alumni Association," fostering further reinforcing anti-corruption and business ethics standards across various meetings. Additionally, we provided specialized assistance to suppliers with identified issues, promoting experience sharing through quality control QC to improve the overall capabilities of the supply chain.

Supplier Training	Unit
Total number of suppliers trained	Number
Number of Tier-1 suppliers trained	Number
Number of Tier-2 suppliers trained	Number
Number of common suppliers trained	Number
Number of suppliers trained in anti-corruption	Number
Number of suppliers that signed the Code of Business Ethics	Number

4.3 Industry Cooperation

XPENG adheres to an open and win-win philosophy, actively partnering with external stakeholders to integrate expertise. Together, we explore new pathways for technological innovation and sustainable development, upgrades and ecosystem co-creation.

In 2024, as China's standardization system continued to improve, XPENG maintained its leadership in standardization. Drawing on our management experience, we participated in the working group for drafting core carbon management reports, producing several significant standards and reports. These include the CSAE group standards for quantifying automotive drive motors, electric passenger vehicles, and automotive power batteries, as well as the China Automobile Manufacturers' 2023-2024 China Automotive Industry Sustainable Development Report white paper. Additionally, in major industry seminars, such as the "China Society of Automotive Engineers Seminar on Low-Carbon Development of the Automotive Industry Chain" and the "Guangdong Province Carbon Footprint TBT Review Meeting," sharing Xpeng's experience in supporting carbon management development across various industry sectors.

Case Study: XPENG AEROHT Collaboration Boosts Low-Altitude Economy

In January 2024, we signed a cooperation framework agreement with Guangdong AEROHT, collaborating in the research, development, manufacturing, sales, and after-sales service of flying cars to jointly advance the low-altitude economy. We will handle the R&D and manufacturing of the land-based components of flying cars, while providing technical consulting and sales agency services. This partnership will contribute to building the low-altitude economy ecosystem and drive innovations in future mobility models.



Case Study: XPENG and Volkswagen Deepen Cooperation

In February 2024, XPENG and the Volkswagen Group announced the entering into a Master Agreement on Platform and Software strategic technical collaboration, marking a significant milestone in the strategic partnership of both parties. As an important part of the joint development agreement, the two parties also entered into a Joint Sourcing Program. By sharing the scale of both parties combined and leveraging Volkswagen Group's world-class supply chain, the Joint Sourcing Program will target to jointly reduce the cost of the platform, achieving significant synergies for the strategic partnership.

In April 2024, XPENG and the Volkswagen Group entered into a framework agreement on technical collaboration with respect to Electrical/Electronic architecture ("E/E Architecture"). The two parties will jointly develop and integrate XPENG's latest generation of E/E Architecture and is expected to equip Volkswagen brand electric vehicles produced in China from 2026.



4.4 Social Co-Creation

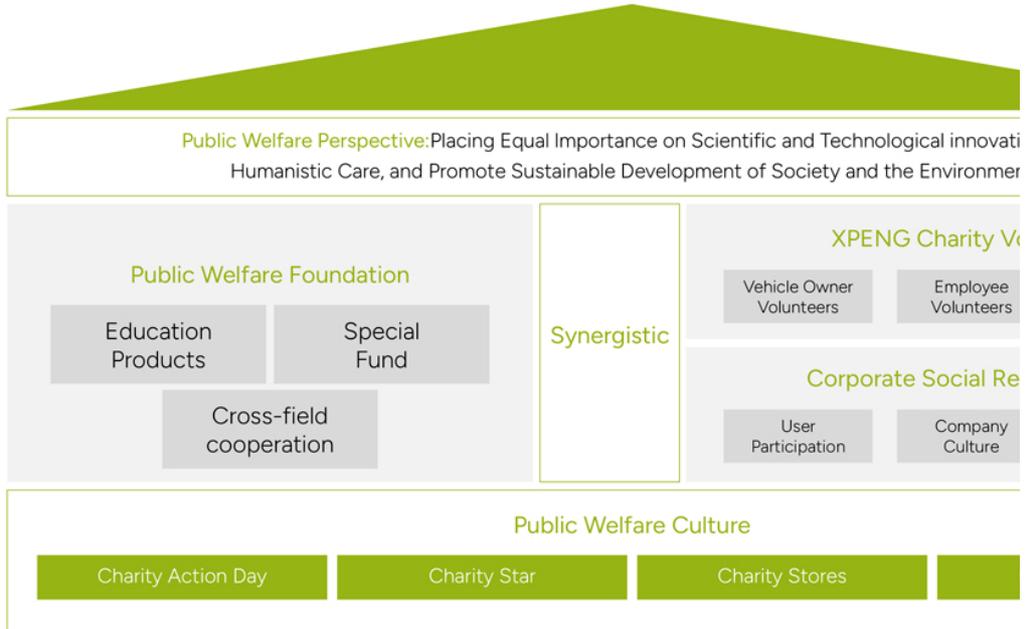
XPENG consistently upholds the value of sustainable development, focusing on creating social value while coexisting and thriving with all sectors of society.

| XPENG Public Welfare Foundation |

In October 2021, XPENG initiated and established the Guangzhou XPENG Public Welfare Foundation (hereinafter Public Welfare), the first enterprise foundation in China's new energy vehicle industry to focus on ecological and environmental protection. With the mission of "effectively communicating knowledge about climate change, biodiversity, and green energy to sustainable lifestyles across society," XPENG Public Welfare supports families, schools, and communities in environmental science education activities.

As of December 31, 2024, XPENG, its affiliates, and employees had collectively donated 12.95 million CNY primarily for youth environmental science education, promoting volunteer services for good, exploring cross-community development initiatives.





XPENG Public Welfare Foundation's Public Welfare System



| Encouraging Multi-Party Participation in Public Welfare and Promoting a Culture of Kindness |

Since 2022, XPENG Public Welfare has established the XPENG Volunteer Service Task Force, encouraging and mobilizing employees, owners, and university faculty and students to participate in volunteer services like environmental protection. As of the end of 2023, the XPENG Volunteer Service Task Force had grown to nearly 1,200 registered volunteers, accumulating over 18,000 volunteer hours.

Beyond mobilizing youth through volunteerism, XPENG Public Welfare actively collaborates with XPENG R&D, marketing, and administrative departments to conduct various forms of public welfare activities, innovating how enterprises fulfill their social responsibilities.

Case Study: Integrating into Business Operations for Mutual Benefits in Social and Commercial

Starting in April 2024, XPENG Public Welfare and XPENG marketing and service team jointly planned a series of science education classes themed around climate change, green energy, and biodiversity, gradually rolling out nationwide. As of December 31, 2024, 27 XPENG stores had joined this public welfare initiative, becoming science classrooms for the public.



Stores Hosting Parent-Child Shared Reading Public Welfare Activities



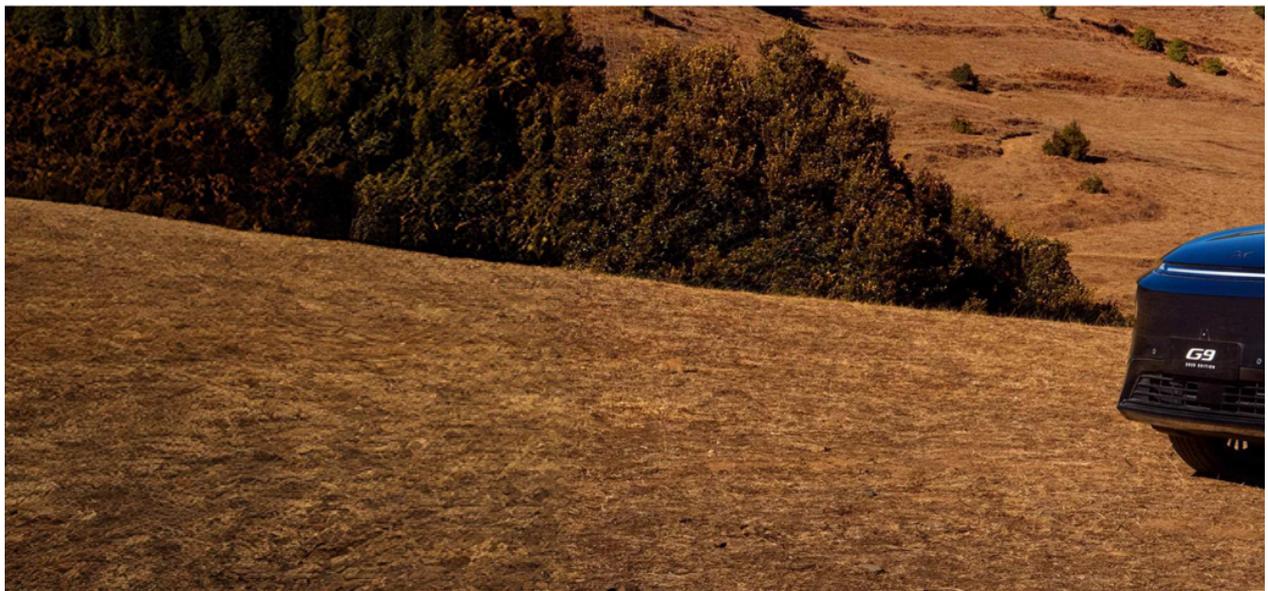
Stores Conducting Science Games

| Supporting Social Welfare Initiatives |

XPENG actively fulfills its social responsibilities, partnering with XPENG Public Welfare and other public welfare social welfare and convey corporate care.

Before the 2024 Spring Festival

XPENG's administrative department and XPENG Public Welfare collaborated with the Guangzhou Dinghe Social Work Service Center to deliver nearly 300 "2024 XPENG Spring Festival Gift Boxes" and over 400 pairs of Spring Festival couplets to sanitation workers. In February of the same year, staff from XPENG Motors' administrative department and XPENG Public Welfare visited Nonglin Street in Yuexiu District to assist in distributing gift boxes and extend New Year blessings to sanitation workers.



05

Appendix



5.1 Key Performance Indicators

Economic Performance Indicators

Key indicators	Unit	2022	2023
Total revenues	CNY (million)	26,855.1	30,676.1
Gross margin	%	11.5	1.5
Total deliveries of vehicles	Unit	120,757	141,601
Added authorized patents	Item	694	727

Environmental Performance Indicators¹⁸

Key indicators	Unit	2022	2023
Nitrogen oxide emissions ¹⁹	Tonne	2.3	3.8
Sulfur dioxide emissions	Tonne	0.4	0.4
Particulate matter emissions	Tonne	2.0	15.0
VOCs in exhaust gas	Tonne	14.1	7.8
Total discharge of industrial wastewater	Tonne	167,191	175,454
COD in industrial wastewater	Tonne	3.3	5.6
BOD in industrial wastewater	Tonne	0.8	2.0
Nitrogen ammonia in industrial wastewater	Tonne	0.2	0.9
Total nitrogen in industrial wastewater	Tonne	1.6	2.8
Total GHG emissions ²⁰	Tonne of CO ₂	106,420	162,742

Key indicators	Unit	2022	2023
Domestic waste generated in R&D office	Tonne	/	/
Total energy consumption ²⁹	MWh	132,325	217,247
Total cost of energy consumption	CNY (million)	86	153
Energy consumption intensity	MWh/ CNY (thousand)	0.005	0.007
Direct energy consumption	MWh	58,963	59,832
Gasoline consumption	MWh	15.4	Barely used
Diesel consumption	MWh	55.1	43.5
LNG consumption	MWh	45,340	35,792
Photovoltaic power consumption	MWh	13,552	23,996
Indirect energy consumption	MWh	73,362	157,415
Power consumption	MWh	73,362	157,415
Thermal consumption	MWh	/	/
Total water consumption ³⁰	m ³	1,140,396	982,063
Total water consumption intensity	m ³ / CNY (thousand)	0.04	0.03
Municipal water consumption	m ³	987,330	807,952
Recycled water consumption	m ³	153,066	174,111
Package material consumption for whole vehicle manufacturing ³¹	Tonne	62	740
Packaging material intensity	Tonne/CNY (thousand)	2.3×10 ⁻⁶	2.4×10 ⁻⁵

Key indicators	Unit		2022	2023
Employee turnover rate	Total employee turnover rate	%	27.7	31.2
Employee turnover rate by gender ³⁶	Male	%	26.8	30.8
	Female	%	31.0	33.4
Employee turnover rate by age ³⁷	29 years old and below	%	30.1	36.8
	30-49 years old	%	25.2	26.8
	50 years old and above	%	17.4	39.2
Employee turnover rate by region	Chinese mainland	%	27.6	31.2
	Hong Kong, Macao, and Taiwan	%	25.0	31.0
Employee training	Percentage of employees trained	%	74.5	98.6
	Average training hours	Hour	16.4	15.5
Percentage of employees trained by gender	Male	%	82.0	87.2
	Female	%	18.0	12.8
Percentage of employees trained by employee category	Senior management	%	0.2	0.3
	Middle management	%	5.8	6.7
	Primary-level employees	%	94.0	93.0
Average training hours completed by gender	Male	Hour	16.7	15.9
	Female	Hour	15.1	15.1
Average training hours completed by employee category	Senior management	Hour	24.0	13.3
	Middle management	Hour	6.6	2.6
	Primary-level employees	Hour	17.3	15.4

Note:

18. The environmental data collected for the purpose of this report covers the XPENG headquarters, Zhaoqing Plant, Guangzhou Plant, Wuhan Plant, and several XPENG stores in several locations. Due to the increase in production in 2024, some of the emission generation and energy consumption has increased.
19. The emissions of nitrogen oxides, sulfur dioxides, and particulate matter are all derived from direct emissions during the plant's manufacturing process.
20. Greenhouse gases include carbon dioxide, nitrous oxide, methane, sulphur hexafluoride, nitrogen trifluoride, hydrofluorocarbons and perfluorocarbons listed in the Kyoto Protocol.
21. GHG emissions (Scope 1) are derived from direct GHG emissions of equipment within the operating locations. Emission factors are based on the Accounting of Lifecycle Carbon Emissions of Passenger Vehicles.
22. GHG emissions (Scope 2) are derived from the indirect emissions of purchased energy (electricity). The emission factor is selected from the China Emission Factors Database. Due to the increase in production in 2024, this led to an increase in electricity consumption, which in turn led to an increase in Scope 2 emissions.
23. Greenhouse gas emissions (Scope 3) include Category 1 - Purchased goods and services, Category 4 - Upstream transportation and distribution, Category 6 - Business travel (newly included in statistics), Category 7 - Employee commuting (newly included in statistics), and Category 11 - Use of sold products (newly included in statistics). Emission coefficients are derived from the China Products Carbon Footprint Factors Database and the Technical Specification of Lifecycle Carbon Emissions of Passenger Vehicles.
24. In 2024, the scope of data collected improved, resulting in an increase in greenhouse gas emissions.
25. Hazardous waste is defined in accordance with the National Catalogue of Hazardous Wastes (2021 Edition) published by the Ministry of Ecology and Environment of the People's Republic of China. In 2024, the increased production led to an increase in hazardous waste generation.
26. In 2024, XPENG adjusted the disclosure scope of general industrial solid waste for the past three years, including the amount of general industrial solid waste reused.
27. In 2024, all three major manufacturing plants achieved full recycling and reuse of general industrial solid waste such as industrial scrap steel, resulting in an actual discharge of 0 tons of general industrial solid waste.
28. In 2024, the statistical scope of office and domestic waste was expanded to include the R&D sector (XPENG Guangzhou Smart Manufacturing), resulting in an increase in the total generation of office and domestic waste.
29. Energy consumption is calculated with reference to the General Rules for the Calculation of Comprehensive Energy Consumption. In 2024, the increased production led to an increase in energy consumption.
30. We further refined the statistical scope of municipal water supply data and synchronously adjusted the total water consumption and municipal water supply data. In 2024, total water consumption increased due to an increase in factory-side employee numbers, the increase in production and the estimation of municipal water supply data based on local water prices.
31. In 2024, the increased production led to an increase in packaging material usage.
32. In this report, when calculating employee-related data such as the percentage of employees by gender, percentage of employees by position, percentage of employees by region and employee turnover rate, we only use data from full-time employees. Data from part-time/internship employees is not included.
33. The total number of part-time employees in 2024 only consists of interns.
34. In the number of employees by gender data, the specific gender of 228 overseas employees (1.5%) was not identified in 2024 due to employee privacy in overseas regions.
35. In the number of employees by age, the specific gender of 310 overseas employees (2%) was not identified in 2024 due to employee privacy in overseas regions, the number was 257 (1.9%) in 2023.
36. In the data on employee turnover rate by gender, the Company no longer produces turnover statistics for employees who do not disclose their gender.
37. In the data on employee turnover rate by age, the Company no longer produces turnover statistics for employees who do not disclose their age.
38. In 2024, XPENG conducted integrity training courses online in the form of "XPeng Class," significantly increasing the number of participants in or thus increasing the total number of anti-corruption training sessions.

Aspects, General Disclosures and KPIs			Chap
Aspect A2: Use of Resources	KPI A2.2	Water consumption in total and intensity (e.g., per unit of production volume, per facility).	3.3 Gre 5.1 App
	KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	3.3 Gre
	KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	3.3 Gre
	KPI A2.5	Total packaging material used for finished products (in tons) and, if applicable, with reference to per unit produced.	3.4 Gre
Aspect A3: Environmental and Natural Resources	General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	3.3 Gre
	KPI A3.1	Description of the significant impact of activities on the environment and natural resources and the actions taken to manage them.	3.3 Gre
Aspect A4: Climate Change	General Disclosure	Policies on identification and mitigation of significant climate-related issues that have impacted and those that may impact the issuer.	3.1 Clim
	KPI A4.1	Description of the significant climate-related issues that have impacted, and those which may impact the issuer, and the actions taken to manage them.	3.1 Clim

Aspects, General Disclosures and KPIs			Chap
Aspect B4: Labor Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor	4.1 Emg
	KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	4.1 Emg
	KPI B4.2	Description of steps taken to eliminate such practices when discovered.	4.1 Emg
Operating Practices			
Aspect B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	4.2 Sus
	KPI B5.1	Number of suppliers by geographical region.	4.2 Sus
	KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	4.2 Sus
	KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain and how they are implemented and monitored.	4.2 Sus
	KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers and how they are implemented and monitored.	4.2 Sus
Aspect B6: Product Responsibility	General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.	2.2 Qua 2.3 Tho
	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	2.2 Qua
	KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	2.3 Tho

5.3 Feedback Form

Dear reader,

Thank you for reading the XPeng Inc. 2024 Environmental, Social and Governance Report. We very much h
your comments about this report and leave your valuable opinions to help us make continuous improvements



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XPeng Inc. 2024 ENV

