
**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 2026

Commission File Number: 001-39466

XPENG INC.

No.10, Cencun Fengzhuang Avenue
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. 2025 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 17, 2026

XPENG Files 2025 Annual Report on Form 20-F

GUANGZHOU, China, April 16, 2026 — XPeng Inc. (“XPENG” or the “Company,” NYSE: XPEV and HKEX: 9868), a leading global AI mobility technology company, today announced that it filed its annual report on Form 20-F for the fiscal year ended December 31, 2025 with the Securities and Exchange Commission (the “SEC”) on April 16, 2026. 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. 10, Cencun Fengzhuang Avenue, Tianhe District, Guangzhou, China.

About XPENG

XPENG is a leading Chinese Smart EV and NEV company that designs, develops, manufactures, and markets Smart EVs and NEVs that appeal to the large and growing base of technology-savvy middle-class consumers. Its mission is to become a smart technology company trusted and loved by users worldwide. 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 and NEVs are mainly manufactured at its plants in Zhaoqing and Guangzhou, Guangdong province. For more information, please visit <https://www.xpeng.com/>.

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Email: pr@xiaopeng.com

Source: XPeng Inc.

XPENG Publishes 2025 Environmental, Social and Governance Report

GUANGZHOU, China, April 16, 2026 (GLOBE NEWSWIRE) — XPeng Inc. (“XPENG” or the “Company,” NYSE: XPEV and HKEX: 9868), a leading global AI mobility technology company, today announced the release of its 2025 Environmental, Social and Governance Report (the “Report”), highlighting its sustainability initiatives and key achievements in 2025.

2025 ESG Report Highlights:

- **ESG Recognition:** XPENG received the MSCI ESG AAA rating for the third consecutive year, the highest rating among global automakers, underscoring the Company’s strong sustainability leadership.
- **Short-term Carbon Target:** By 2027, XPENG aims to reduce carbon emissions per passenger vehicle it produces by 9% across its entire lifecycle compared to 2023, and to lower the carbon emission intensity of its corporate operations by 38%.
- **Long-term Carbon Target:** XPENG aims to achieve carbon neutrality throughout the lifecycle of its products and within corporate operations by 2050.
- **Sustainable Energy Utilization:** XPENG’s annual clean energy consumption reached 73,000 MWh, with photovoltaic power generation totaling 106,000 MWh, demonstrating continued progress in scaling renewable energy use.
- **Low-carbon Products:** The vehicles produced by XPENG in 2025 are expected to reduce greenhouse gas emissions by more than 6 million tons over their lifecycles compared to conventional cars, supporting emissions-reduction and climate-transition goals.
- **Product Quality:** Seven affiliates of XPENG have obtained ISO 9001 quality system certification, and XPENG won the “2025 Quality Progress Award” and the “2025 Quality Management Figure Award,” further strengthening its quality management systems.
- **Product Safety:** Three XPENG models received five-star safety ratings from C-NCAP, three models earned five-star safety ratings from EURO NCAP, and two models obtained five-star ratings from both C-NCAP and C-GCAP, highlighting the Company’s strong safety performance.
- **Information Security:** XPENG successfully renewed its ISO 27001 Information Security Management System and ISO 27701 Privacy Information Management System certifications. No cybersecurity incidents or data breaches occurred in 2025, underscoring XPENG’s effective data and information security framework.
- **Responsible AI governance:** XPENG implemented an AI security and compliance management system covering the entire AI lifecycle — from R&D and testing to deployment, operation and decommissioning — to strengthen governance, protect stakeholder interests, and support responsible innovation and sustainable growth.
- **Community Influence:** As of the end of 2025, the XPENG Volunteer Service Task Force had enrolled over 2,100 registered volunteers, fostering a harmonious community.

To view the full 2025 ESG Report, please visit the ESG section of XPENG’s Investor Relations website: <https://ir.xiapeng.com/esg>.

About XPENG

XPENG is a leading Chinese Smart EV and NEV company that designs, develops, manufactures, and markets Smart EVs and NEVs that appeal to the large and growing base of technology-savvy middle-class consumers. Its mission is to become a smart technology company trusted and loved by users worldwide. 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 and NEVs 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.

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Source: XPeng Inc.



XPeng Inc.

2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE



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Environmental

Intelligent Future for Low-carbon Mobility —

Climate Response 21

Leading the Low-Carbon Future

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| About This Report

Reporting Scope

This report covers XPeng Inc. and its subsidiaries. The reporting period is from January 1, 2025 to December 31, 2025 (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.

References

For convenience of expression and reading, "XPeng Inc.," "XPENG," "the Company" and "we" in this report, all refer to XPeng Inc. and its subsidiaries.

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 that its content complies with the reporting principles of materiality, quantitative, balance and consistency.

To abide by the consistency principle of reporting and ensure meaningful comparison, no material change has been made to the methodology or key performance indicators adopted by the Company for the year ended December 31, 2025 as compared to those for the year ended December 31, 2024.

Source of Information

Unless otherwise specified, the information in this report is derived from the Company's official documents, statements, and public documents. XPeng Inc. guarantees the truthfulness and accuracy of the information, and is not responsible for any omissions, misleading statements or material errors for the truthfulness and accuracy of the information.

Confirmation and Approval

This report was confirmed by the Board of Directors and approved by the Board of Directors.

Disclaimer

Certain statements in this report, including forward-looking statements, are based on current information and are subject to change. The Company does not guarantee the performance or achievements may be achieved in the future. The Company reserves the right to update any forward-looking statements at any time without notice.

Message from the Board of Directors

The Board of Directors of the Company (the "Board") places sustainability high on the agenda of corporate governance. In accordance with the requirements of the *Environmental, Social and Governance Reporting Guide* of the Hong Kong Exchanges and Clearing Limited (the "HKEx"), XPENG has established and continuously improved its ESG governance mechanism. We have refined our ESG governance framework and elevated the Board role in overseeing and engaging with ESG matters. In doing so, we have fulfilled our corporate social responsibilities, and promoted the Company long-term and stable development, laying a solid foundation for our pursuit of sustainable development goals (SDGs).

ESG Governance

As the highest governance body of the Company, the Board assumes ultimate responsibilities for XPENG's ESG strategies, policies, and performance and authorizes the ESG Steering Committee, headed by the President of the Company, to assist the Board in managing and making decision regarding ESG-related matters. The ESG Steering Committee is responsible for overseeing the formulation and implementation of the Company 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 handling daily planning and coordination of ESG-related matters as well as assisting the ESG Steering Committee in overseeing and reviewing tasks, receiving guidance and supervision from the committee.

ESG Risk Management

XPENG fully recognizes the significant impact of ESG risks on the Company's operations. In 2025, the Company dynamically updated its ESG issue in line with industry trends, regulatory requirements, and policy moves and conducted materiality assessments of these ESG issues through stakeholder surveys, expert reviews and Board sessions. During this process, based on the double materiality principle, we systematically identify risks and opportunities related to relevant issues. 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 2025 materiality issues, ensuring that resources focus on the critical areas for the Company and society.

ESG Goal Management

In 2025, XPENG continued to follow the requirements of the HKEx *Environmental, Social and Governance Reporting Guide*, and set and implement the Company's ESG strategy and annual goals with reference to international best practices. We regularly track the progress of goal implementation and coordinate internal resources to achieve goals. The Board unremittently oversees and reviews the progress towards ESG goals to ensure that the Company's strategy and goals can promptly respond to changes in its external environment and business development.

| CEO's Letter



He Xiaopeng

Bringing People Technology to

During the 2026 Spring Festival, our X
the Beijing Auto Museum, where it int
asked a question about "the warmth
understanding your heart like an old
that drives XPENG's pursuit of intellig

In 2025, XPENG upgraded its mission
loved by users worldwide." I firmly bel
win the favor of its users depends o
cared for. And that happens only whe
ing that its R&D and application of int
is both a reflection on technology and

Understanding Users to Create More People-Orie

A solid technical foundation is essen
complex physical world and diverse
first possess a smart "brain" and kee
gle-chip computing power reaching u
ty learning and decision-making in t
have launched industry-leading, mass
cluding ground transportation, low-e
mulating a wealth of experience in "pi

Going Global: A Commitment to Greater Responsibility

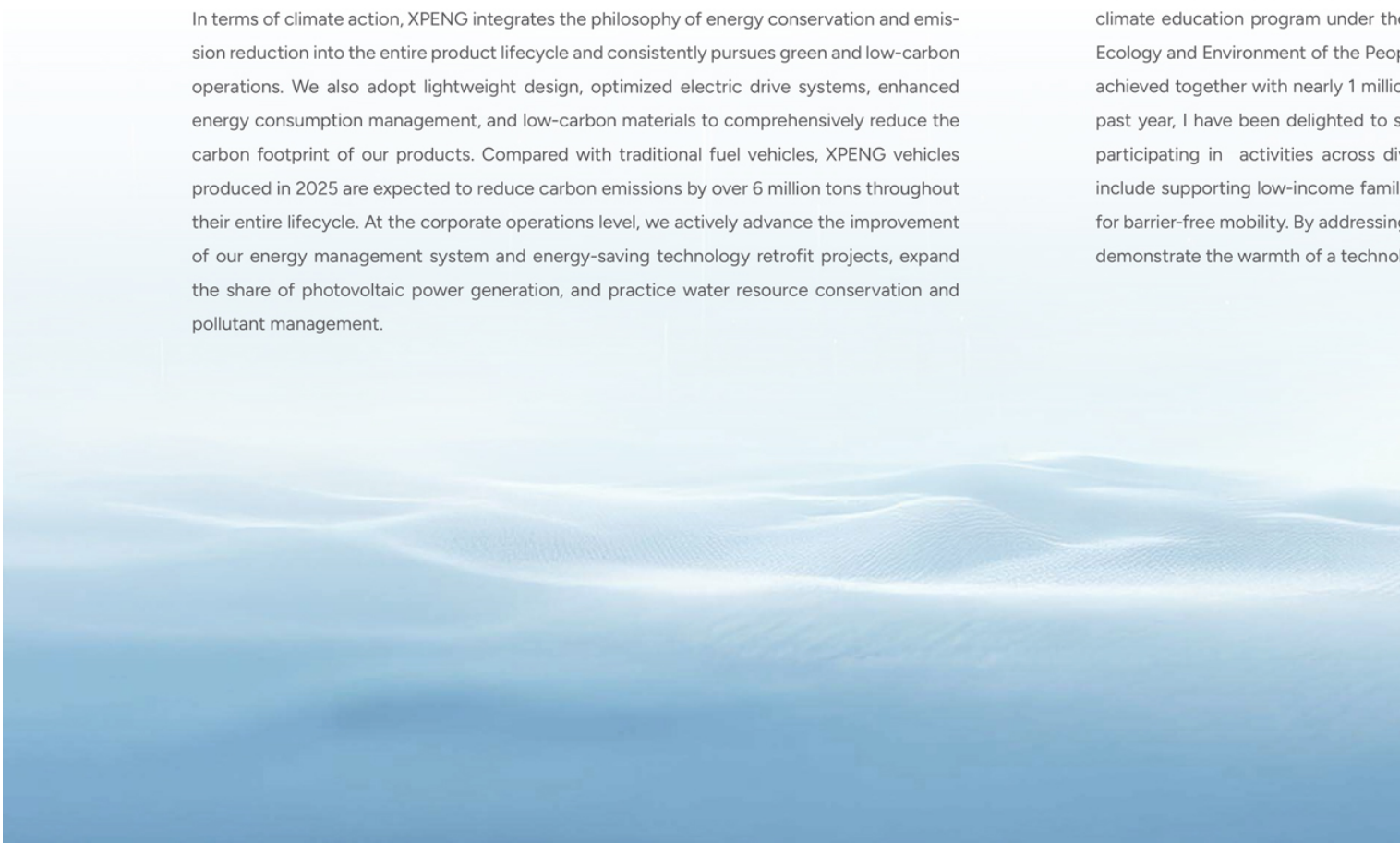
We are proud that the value and warmth of XPENG's intelligent technology are being perceived and recognized by an increasing number of overseas users. From product sales to R&D and manufacturing, our global footprint is expanding at an accelerated pace. As of the end of 2025, our products had been available in over 60 countries and regions, and we ranked first in annual overseas sales of pure electric vehicles among China's emerging automakers. We have established R&D centers in locations such as Silicon Valley and Munich, and have invested in localization projects in Austria, Malaysia, and Indonesia. Furthermore, our international workforce is growing rapidly.

This pride also carries a profound sense of responsibility. As we deepen our connections with users and partners worldwide, our awareness of global public challenges has become increasingly acute. In the face of complex sustainability issues, particularly climate change, technological ethics, and social inclusion, a company that aspires to be beloved by global users must embrace its responsibilities and play an active role in creating a better future.

In terms of climate action, XPENG integrates the philosophy of energy conservation and emission reduction into the entire product lifecycle and consistently pursues green and low-carbon operations. We also adopt lightweight design, optimized electric drive systems, enhanced energy consumption management, and low-carbon materials to comprehensively reduce the carbon footprint of our products. Compared with traditional fuel vehicles, XPENG vehicles produced in 2025 are expected to reduce carbon emissions by over 6 million tons throughout their entire lifecycle. At the corporate operations level, we actively advance the improvement of our energy management system and energy-saving technology retrofit projects, expand the share of photovoltaic power generation, and practice water resource conservation and pollutant management.

Recently, from the robots dazzling at "farming" craze, AI has been rapidly penetrating various fields. The challenges surrounding AI are also intensifying. As a company committed to maintaining a strict bottom line in AI innovation, internally, on the one hand, we are developing an AI literacy program for our employees in using tools such as AI. On the other hand, we are developing an AI ethics framework, including data compliance, R&D ethics, and the right things. Externally, XPENG also collaborates with various organizations in conducting AI literacy education, ensuring that both proficient in using AI and capable of

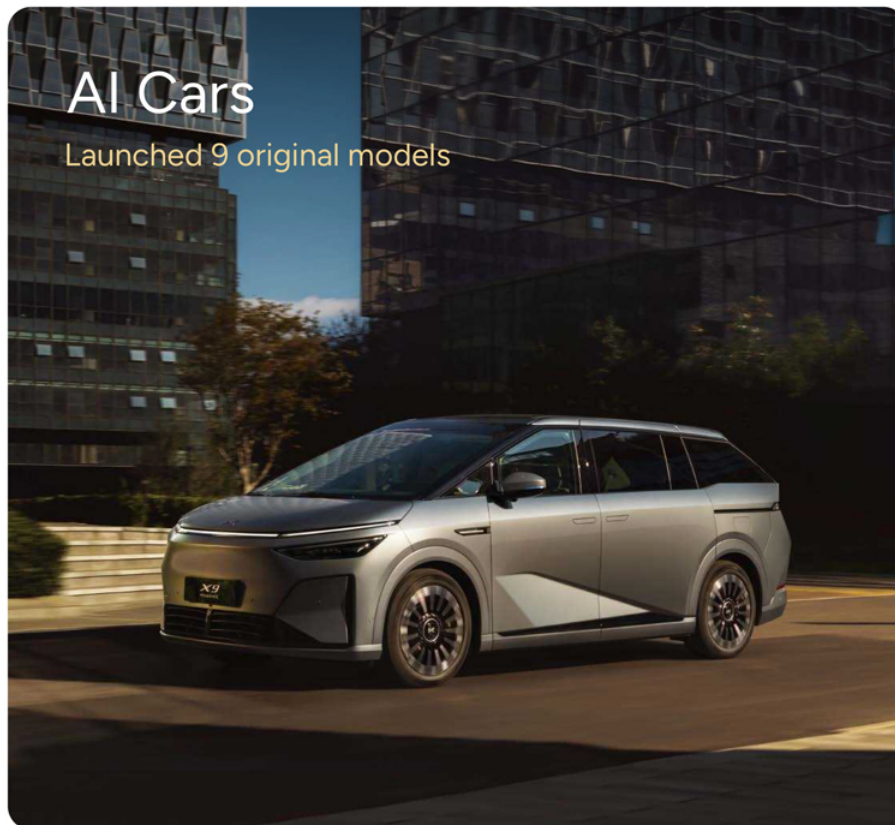
Beyond green and intelligent technology, we are committed to the world. Since its founding, XPENG has worked together with its car owners and employees to launch a climate education program under the "Ecology and Environment of the People" brand. In the past year, I have been delighted to see our employees participating in various activities across different regions, including supporting low-income families and promoting barrier-free mobility. By addressing social issues, we demonstrate the warmth of a technology company.



| About XPENG Inc.

Founded in 2014, XPENG is a technology company focused on future mobility and is dedicated to the design, R&D, manufacturing, and sales of smart electric vehicles for global users. Since its inception, XPENG has been actively pioneering in the fields of AI cars, flying cars, and AI robots. Specifically, we have devoted 11 years to exploring AI cars, with multiple original models launched into the market. We have been developing flying cars for 12 years and are building two flight systems for low-altitude travel. We have been advancing robotics technology for seven years, evolving our product line through multiple generations—from quadruped robots to biped robots, and further toward humanoid robots.

Built upon nearly 12 years of technological accumulation, XPENG has developed a full-stack, in-house Physical AI system spanning multiple areas such as chips, operating systems (large models), and intelligent hardware. This system provides the technological foundation for deploying XPENG's technologies in embodied intelligence platforms including AI cars, Robotaxis, humanoid robots, and flying cars.



XPENG History

2015

XPENG was officially incorporated



2018

Entered into XPENG Series B, B1, and B2 financing arrangements
Delivered XPENG's first smart EV model, G3



2020

Delivered XPENG's second smart EV model, P7
Listed on the New York Stock Exchange (NYSE) (stock code: XPEV)



2017

Entered into XPENG Series A, A1, and A2 financing arrangements



2019

Entered into Series C financing arrangements



XPENG's 2025 Sustainability Milestones

• Emergency Relief for the Xigaze Earthquake in Xizang

XPENG donated CNY 1 million to the earthquake-stricken area in Xigaze, Xizang, to support emergency rescue and post-disaster reconstruction, which demonstrated its commitment to corporate social responsibility.

• Strategic Partnership with the BP Pulse on Charging Network

XPENG entered into a strategic partnership with the BP Pulse to jointly deploy ultra-fast charging networks in core cities and deliver a higher-density, higher-quality, safer, and more reliable charging experience for users.

• He Xiaopeng Attends the China Development Forum

In his keynote speech titled "Developing New Quality Productive Forces Through Technological Innovation," He Xiaopeng emphasized. "We aim to make long-term preparations for globalization, not competing on price, but differentiating through technology along a mid-to-high-end path, while achieving win-win outcomes with our global partners."

• XPENG Wins the "Climate Lighthouse Exemplar Award" at the Shanghai Climate Week

In his keynote speech titled "Developing New Quality Productive Forces Through Technological Innovation," He Xiaopeng emphasized. "We aim to make long-term preparations for globalization, not competing on price, but differentiating through technology along a mid-to-high-end path, while achieving win-win outcomes with our global partners."

January | February | March | April | May | July | October

• Mission and Vision Renewal

XPENG unveiled its new brand mission, "to become a smart technology company trusted and loved by users worldwide" and its brand vision of being an "explorer of future mobility." The Company further established "Technology + Sustainability" as its strategic guideline for long-term and steady development.

• He Xiaopeng Attends the Guangdong Provincial High-Quality Development Conference

He Xiaopeng said that XPENG would make every effort to promote the development of new quality productive forces through technological innovation and contribute to the economic and social development of Guangdong Province.

• XPENG P7+ and MONA M03 Receive the Industry's First Tier-1 Energy Efficiency Certification

• Participation in the 3rd China International Sup

XPENG showcased multiple products at the expo, demonstrating technological innovation and collaboration. smart electric vehicle industry promoted "chain-wide win" contributed to the sustainable industry.

XPENG's Honors



**Highest AAA rating among global peers
for three consecutive years**

2023-2025 MSCI ESG Ratings



**Included in S&P Global Sustainability
Yearbook (China Edition) for
three consecutive years**

2023-2025 S&P Global



**2025 Enterprise (Park)
Climate Action Case**

Center for Environmental Education and
Communications of the Ministry of Ecology
and Environment



**2025 China New Growth ESG
Innovation Practice List**

HBR China



**2025 People's Enterprise Social
Responsibility Case**

People.cn (People's Daily Online)



Guangdong Carbon Label Certificate

China Quality Certification Center
Guangzhou Branch



**2025 ESG
Low-Carbon Practice Award**

Southern Weekly



**China Automotive Industry Sustainable
Development Practice Case**

China Association of Automobile Manufacturers



High-Tech Enterprise

Department of Science and Technology of Guangdong
Province, Department of Finance of Guangdong
Province, and Guangdong Provincial Tax Service of
State Taxation Administration



**2025 Guangdong-Hong Kong-Macao
Enterprise ESG Excellent Practice Case
and Social Pioneer Model**

Guangzhou Daily



Products and Services — XPENG Product Awards in 2025



XPENG

- New Energy Vehicle Market
No.1 in Brand Reputation
No.1 in Sales Experience
No.1 in Service Experience

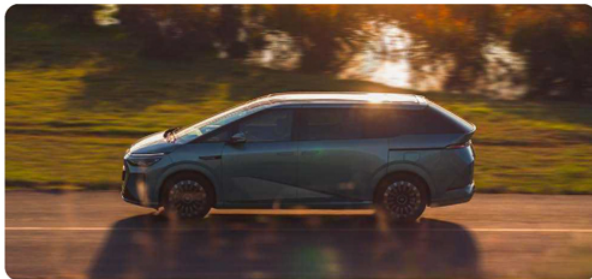
International Automotive Quality Standardization Association (IAQSA) — China Automotive Recommendation Study



XPENG X9

- Plug-in Hybrid MPV
No.1 in Product Quality Recommendation
No.1 in Comprehensive Product Reputation
• 2025 Best Luxury Electric Vehicle Award

International Automotive Quality Standardization Association (IAQSA) — China Automotive Recommendation Study
Indonesian leading media Carvaganza



XPENG X9 Kunpeng Super Range-Extender System

- 1st "World's Top 10 Range-Extender Systems"

Automotive Evaluation Research Institute



XPENG P7+, and XPENG Mona M03

- Level-1 Energy Efficiency Certification

China Automotive Energy Efficiency Development and Testing Certification Professional Alliance

Products and Services — XPENG Product Awards in 2025



XPENG P7

- Hualu Award — Electric Car of the Year

Automotive Observer and Tsinghua University
Automotive Engineering Development Institute



XPENG P7

- Xuanyuan Award — Best Design of the Year

Auto Business Review and EFS Consulting Austria



XPENG P7

- Automotive Industry Summit Award — Best New Car of the Year

International Automotive Quality
Standardization Association (IAQSA)



XPENG P7

- Huayu Award — China Exemplary Smart Cockpit of the Year

J.D.Power

Employees



Global Talent Magnet Employer

Recruitm

LinkedIn



2025 Best Digital Intelligence Employer

Forbes China



2025 Top 100 Best Employers in China



Zhaopin

XPENG's Sustainable Development

Mission: To become a smart technology company trusted and loved by users worldwide

Vision: Explore

Sustainable Development Governance: A three-level sustainable development governance system, including the ESG Steering Committee, as well as the ESG Working Group and the ESG

<p>Sustainable Development Focus Areas</p>	<p style="text-align: center;">Environmental</p> <p>Climate Change, Emissions Management, Water Resource Management, Resource Use Efficiency, Biodiversity Conservation, Circular Economy, Hazardous Substances Control, and Green Technologies and Products</p>	<p>Employee Rights and Development, Sustainable Contribution, Product Protection, and Customer</p>
<p>SDGs</p>		
<p>Key Performance Indicators</p>	<ul style="list-style-type: none"> • Short-term Carbon Target: By 2027, to reduce carbon emissions per passenger vehicle by 9% over their entire lifecycle compared to 2023, and lower carbon emission intensity from corporate operations by 38% • Long-term Carbon Target: To achieve carbon neutrality throughout the lifecycle of our products and in corporate operations by 2050 • Clean Energy: Annual clean energy consumption totaled 73,000 MWh, with photovoltaic power generation reaching 106,000 MWh • Low-carbon Products: Compared to traditional fuel vehicles, the electric vehicles produced throughout the year can reduce greenhouse gas emissions by over 6 million tons over their entire lifecycle • Water Recycling: During the reporting period, manufacturing plants saved a total of over 270,000 tons of water through reclaimed water reuse • Green Charging: Over 3,150 self-operated charging stations covering more than 430 cities; innovatively launched the "Shared Home Charging" model • Green Public Welfare: As of the end of 2025, we conducted over 2,500 environmental education activities, covering XPENG stores, primary and secondary schools, and communities, directly serving over 80,000 children of appropriate age 	<ul style="list-style-type: none"> • Product Quality: 7 affiliates of XPENG and the "2025 Quality Management • Product Safety: 3 models received five-star rating and 2 models obtained five-star rating • Technological Innovation: We launched solutions • R&D Capabilities: We invested CNY workforce, and obtained 516 new patents • Customer Service: Customer satisfaction • Talent Recruitment: We recruited 7,000 • Employee Empowerment: The proportion of employees, supporting employee self-growth • Employee Benefits: We implemented various • Employer Branding: The Company was ranked • Responsible Supply Chain: 100% of the supply chain • Mutual Progress: We conducted 813 community • Charity: As of the end of 2025, XPENG contributed • Community Influence: As of the end of 2025, XPENG
<p>Corresponding Chapters</p>	<p style="text-align: center;">Environmental: Intelligent Future for Low-carbon Mobility</p>	

Sustainability Management

XPENG is committed to integrating sustainable development principles into its corporate strategy and governance system, continuously optimizing its sustainable development governance framework, and actively promoting stakeholder engagement. With precise identification of key ESG issues, the Company makes relentless efforts to strengthen the management foundation of sustainable development governance, thereby creating long-term value for society.

Sustainability Governance Framework

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



Sustainability Governance Framework

ESG Empowerment Building

XPENG systematically enhances its ESG capabilities by establishing a digital communication platform and knowledge base, and conducting regular cultural awareness campaigns and training sessions, with the aim to enhance the understanding of and commitment to ESG practices among employees.

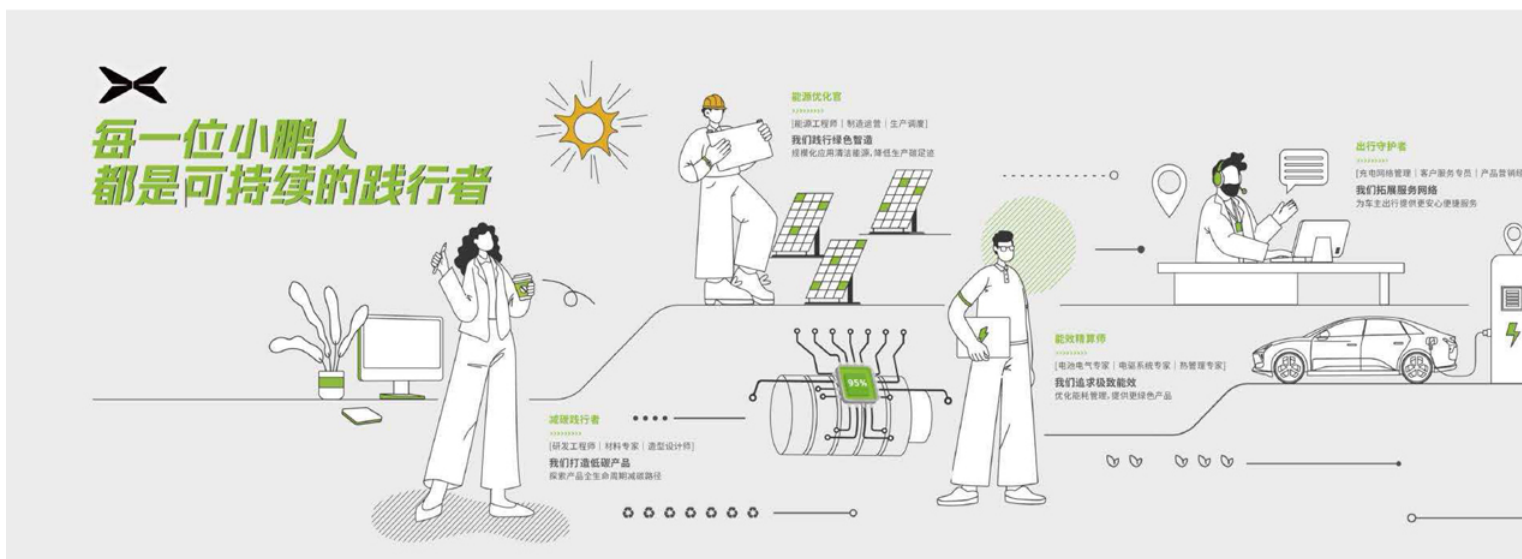
To deepen employees' understanding and identity of ESG principles, we have launched the "XPENG ESG" Feishu subscription channel. This platform systematically establishes a regular communication mechanism covering ESG disclosure, case studies, knowledge dissemination, and cross-departmental resource collaboration, thus effectively raising internal awareness and deepening ESG practices within the Company. As of December 31, 2025, the platform had published a total of 10 thematic reports, with total views exceeding 320,000.

Concurrently, we have officially launched the "Sustainability (ESG) Knowledge Space" on the knowledge management platform HaoHan, making it available to all employees. This platform systematically integrates the ESG foundational knowledge framework, annual reports, a core resource library, and internal case studies, continuously raising ESG awareness across the organization.

Through systematic training and emp communication and engagement.

Case: ESG Culture Pub

In October 2025, we established ESG cultural wall in our public area: theme "Every XPENG Employee Is of Sustainability," the wall visually i deep connection between empl work and our ESG goals. At the se created a dedicated ESG exhibitic headquarters showroom. Cent theme of "Making 'Technology + S Our Compass for Steady and : Development," this space uses interactive displays to systematica our ESG achievements and stra conveying our commitment to development and our long-term visi



Stakeholder Engagement

XPENG prioritizes stakeholder concerns and takes them as a key basis for developing corporate strategy and identifying major risks and opportunities. To this end, the Company has established a systematic sustainability communication mechanism and diverse communication channels to gain a deeper understanding of stakeholders' needs. We actively collaborate with stakeholders to engage them in corporate governance, with the aim of promoting the joint creation and shared benefits of sustainable value.

Stakeholders	Key Issues	Communication Methods
Government and regulatory authorities	<ul style="list-style-type: none"> • Corporate governance • Risk and crisis management • Climate change 	<ul style="list-style-type: none"> • Government-enterprise symposium • Information filing
Customers	<ul style="list-style-type: none"> • Product quality and safety • Customer service and satisfaction • Information security and privacy protection 	<ul style="list-style-type: none"> • Online promotion • Offline exhibitions and promotional activities • WeChat public account • Product launch • Market research • Customer satisfaction survey
Employees	<ul style="list-style-type: none"> • Employee rights and interests and diversity • Occupational health and safety • Talent attraction and development 	<ul style="list-style-type: none"> • Townhall meeting • Employee training • Internal and external websites
Investors	<ul style="list-style-type: none"> • Corporate Governance • Risk and crisis management • Information security and privacy protection 	<ul style="list-style-type: none"> • General Meeting of Shareholders • Roadshow • Regular information disclosure • Email and phone inquiries
Partners	<ul style="list-style-type: none"> • Sustainable supply chain management • Product quality and safety • Business ethics 	<ul style="list-style-type: none"> • On-site investigation • Supplier meetings and audits • Supplier Contracts and Agreements • Supplier training
Community	<ul style="list-style-type: none"> • Community engagement and social contribution • Climate change 	<ul style="list-style-type: none"> • Participating in community projects • Social welfare activities
Media and NGOs	<ul style="list-style-type: none"> • Climate change • Green technology and products • Community engagement and social contribution 	<ul style="list-style-type: none"> • Press conference • Media briefings

Impact Materiality Assessment

To systematically assess the materiality of ESG issues, we established four evaluation dimensions, namely actual or potential impact, level of impact likelihood, and recovery, based on the positive and negative impacts identified in our preliminary analysis, and developed specific scoring criteria for each dimension. We used a 0-to-5-point scoring system to quantitatively evaluate each dimension and, based on which stakeholders and external experts to rate the materiality of the issues of their concerns. Ultimately, we identified six material issues through statistical analysis.

Financial Materiality Assessment

To systematically assess the financial materiality of sustainability issues, effectively address related risks, and seize development opportunities, we identified the risks and opportunities associated with each issue by considering our financial condition and risk tolerance. We analyzed the potential financial impacts of each issue based on two dimensions, namely likelihood and severity, and conducted a quantitative assessment from each dimension using a scoring scale from 0 to 5. On this basis, and in conjunction with the financial risks and opportunities identified in the preliminary analysis, we ultimately identifying seven issues of financial materiality after organizing thematic workshops involving relevant key business departments and external experts.



Analysis Results of

Material Issue	Impact Materiality				
	Positive Impact/ Negative Impact		Impact Description	Value Chain of Impact	Pe In
	Positive Impact	Negative Impact			
Green Technologies and Products	✓		Continuous technological innovation can effectively reduce energy consumption and carbon emissions when using products, thus contributing to the transition to a low-carbon society	R&D	✓
Product Quality and Safety	✓		Outstanding vehicle quality and cutting-edge active safety technologies safeguard users' lives and property, set a high-level safety benchmark, and drive the advancement of safety standards across the entire smart vehicle industry	R&D and production	✓
		✓	Defects in critical components or under-performed production quality control may lead to product failures or accidents, directly endangering public transportation safety and consumer rights, triggering widespread public safety concerns and collective fight for rights protection, and wasting public administrative resources	R&D and production	✓
Sustainable Supply Chain Management	✓		A robust sustainable supply chain management system empowers suppliers to grow together and enhances the resilience and accountability across the entire industry ecosystem	Procurement	
Technological Innovation	✓		Technological leadership in fields such as autonomous driving, combined with the use of advanced AI simulation tools, can drive technological upgrades and efficiency improvements across the entire automotive industry, accelerate the widespread adoption of smart vehicles, and provide future mobility solutions for society	R&D	

Environmental: Intelligent Future for Low-Carbon

01

【Climate Response: Leading the Low-Carbon Future】

1.1 Climate Governance 1.2 Green Operations 1.3 Green Ecosystem

XPENG deeply integrates green and low-carbon principles into its corporate strategy and the entire operational value chain. Relying on digital and intelligent innovation technologies, the Company actively promotes low-carbon transformation within its own operations and extends green management throughout the entire process of user mobility and industry chain collaboration. This comprehensive approach aims to create an intelligent, efficient, and green manufacturing system that injects sustainable momentum into future mobility.

Highlights:

- Annual clean energy consumption totaled **73,000MWh**, with photovoltaic power generation reaching **106,000MWh**
- Compared to traditional fuel vehicles, the electric vehicles produced in 2025 can reduce greenhouse gas emissions by over **6million** tons over their entire lifecycle
- Over **3,150** self-operated charging stations covering **430+** cities

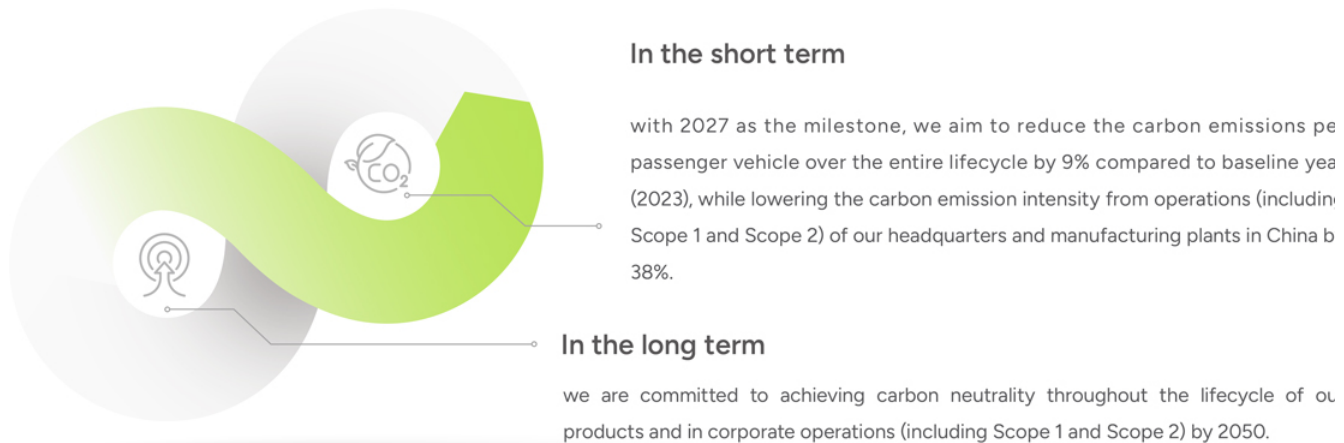
【Climate Response: Leading the Low-Carbon Future】

XPENG gives high priority to addressing climate change and reducing carbon emissions in its sustainable development. Guided by science-based and transparent carbon targets, and driven by technological innovation in low-carbon product design, we integrate energy-saving and emission-reduction principles into the entire lifecycle of product design, manufacturing, logistics, usage and recycling, thereby continuously advancing the green transformation of business operations and product ecosystem.

Carbon Target¹ Planning

We have established a carbon target framework that encompasses both short-term actions and long-term visions. Guided by this framework, we decompose macro-level objectives into carbon reduction initiatives that can be implemented and measured, driving collaborative carbon reduction efforts throughout the value chain.

Our target system is as follows:



1. **Boundaries:**
 - Product carbon model boundaries: Models sold in Chinese mainland (2023 & 2027)
 - Organizational carbon geographic boundaries: New and old headquarters and their supporting office areas in Chinese mainland (2023 & 2027), XPENG vehicle and parts manufacturing plants in Chinese mainland (2023 & 2027)
2. **Carbon Emission Stages:**
 - Product carbon footprint: Raw material acquisition, whole vehicle manufacturing, and vehicle usage
 - Operational carbon emissions: Scope 1 refers to direct CO₂ emissions generated from the Company's operations consuming natural gas and diesel, including CC emissions from waste treatment and refrigerant charging during vehicle manufacturing. Scope 2 refers to CO₂ emissions caused by the Company's consumption of purchased electricity, natural gas, and heat.
3. **Vehicle information premise:**
 - Mass production models are based on clear information, while vehicles under research are estimated based on mass production models;

XPENG's Road to Carbon Neutrality: 2050 Vision

Key Milestones

Developed carbon systems and conducted the inaugural disclosure

- Established the governance framework of "Board of Directors, ESG Task Force and ESG Working Group"
- Set up the Carbon Neutrality Project Working Group and launched the Company's construction of carbon management infrastructure
- Completed the inaugural disclosure of carbon emissions

Annual highlights

Received an MSCI ESG rating of "AA"

2021

Initiated the supply chain carbon initiative

- Launched Scope 3 carbon inventory for the supply chain and the "Supplier ESG Empowerment Program" to drive low-carbon transformation throughout the value chain

Annual highlights

- Awarded the "National Green Supply Chain Management Enterprise"
- Secured MSCI's top "AAA" Rating for the second consecutive year
- Included in the S&P Global Sustainability Yearbook (China Edition) and awarded "Industry Mover" for the second consecutive year

2024

2023

Initiated research on carbon reduction and carbon neutrality

Launched research on carbon neutrality pathways and advanced business development in low-carbon design and manufacturing

Annual highlights

- Zhaoqing Plant was recognized as a "National Green Factory"
- Receive MSCI ESG rating upgrade to "AAA"
- Included in the S&P Global Sustainability Yearbook (China Edition) and awarded "Industry Mover"
- XPENG Green Home Project was awarded the "2023 CSR Case" by Southern Weekly

Progress in 2025

Set carbon neutrality target:

- Proposed XPENG's carbon specified short-term carbon and long-term carbon net-zero (please refer to 2027/2050 details)

Key initiatives for carbon implementation

- Product: Strengthen low-carbon efficiency, and increase the use of the carbon footprint throughout the value chain. (please refer to "Climate Response: Leading the Low-Carbon Future - Product Carbon Footprint, Low-Carbon Design and Manufacturing", etc.)
- Operation: Deepen clean energy-saving technology retrofit and recycling systems to achieve energy reduction during production and operation. (please refer to "Green Operations, 1.3 Green Ecosystem", etc.)
- The value chain: Extend management through supplier carbon empowerment and packaging optimization. (please refer to "Leading the Low-Carbon Future - Sustainable Supply Chain", etc.)

Product Carbon Footprint

To achieve precise emission reduction, XPENG has established a multi-level product carbon footprint accounting system covering “components, vehicles and fleets,” which provides quantitative basis for assessing environmental impacts and identifying key areas for emission reduction.

During the reporting period, XPENG developed the Organizational Carbon Emission Accounting Standards and the Vehicle Product Carbon Footprint Accounting Standards in line with international guidelines, authoritative standards such as the *Technical Specification for Life Cycle Carbon Emission Accounting of Passenger Cars*, and the Company's specific circumstances, thereby ensuring standardized and refined carbon management. Based on the China Automotive Life Cycle Assessment Model (CALCM) and the core data from the China Automotive Life Cycle Database (CALCD), as well as the China Industrial Carbon Emission Information System (CICES) and the Automotive Life Cycle Assessment Tool (OBS), we conducted product carbon footprint assessments for key models including the 2025 P7+, G6, G9, X9, and Mona. The accounting boundary covers major stages such as raw material acquisition, vehicle production process, and vehicle use process. Compared to traditional fuel vehicles, the electric vehicles produced by XPENG in 2025 are expected to reduce carbon dioxide emissions by over 6 million tons throughout their lifecycle.

XPENG Product Carbon Footprint Results

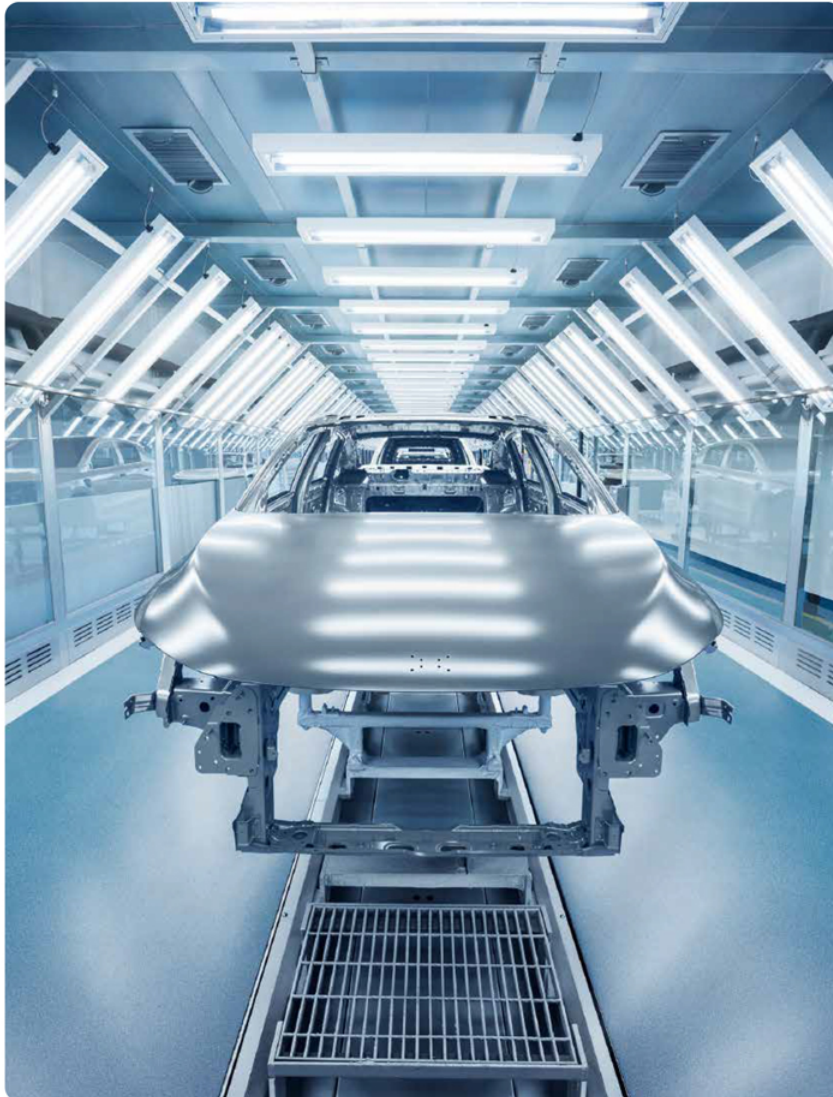
Model	Full Lifecycle Carbon Emissions(gCO ₂ e/km) in 2024	Full Lifecycle Carbon Emissions (gCO ₂ e/km) in 2025 ³	CPP Average for Same-class Fuel Vehicles (g-CO ₂ e/km)	Difference Rate ⁴
P7+ (Pure Electric)	177	174	271	-36%
G6 (Pure Electric)	212	185	311	-41%
G9	246	214	367	-42%
X9 (Pure Electric)	285	262	345	-24%
Mona		143	246	-42%

3 We have adopted the same methodology as the CPP for our calculations and comparisons, specifically covering carbon emissions from raw material acquisition, vehicle manufacturing, and vehicle usage.

4 It refers to the difference between the full lifecycle carbon emissions of XPENG's models in 2025 and the average emissions of gasoline-powered models in the same class as the CPP.

Low-Carbon Design

We are dedicated to integrating environmentally friendly principles into the product design. Through systematic lightweight design, electric drive system optimization, energy consumption management improvement, and the application of low-carbon materials, we continuously reduce carbon emissions throughout the vehicle lifecycle, thus delivering more efficient and eco-friendly smart electric vehicles.



Lightweight Design: XPENG design. In 2025, the application of aluminum components such as the front cabin area on the all-new P7, and future key models. This reduces weight by 60% while effectively reducing vehicle carbon emissions. Moving forward, we will continue to improve promising performance.

Production Process Innovation: XPENG and component suppliers on the R&D "direct supply" short-process technology. Production through supply chain innovation from aluminum smelters is directly transforming multiple intermediate steps in transportation, and remelting. This reduces carbon footprint, and significantly lowers component manufacturing phases.

Battery Management Optimization: XPENG's friendly and efficient philosophy in improving the battery management system. Additionally, we continuously improve energy efficiency by recovering and reusing energy, which ensures that every energy recovery step contributes to the conversion of recovered energy into enhanced driving range, and a better experience for our users.

Large-Scale Application of Molten Aluminum Direct Supply Process

XPENG has implemented the "molten aluminum direct supply" short-process technology on a large scale at its Component Plant, achieving safe and direct delivery of high-temperature molten aluminum from the aluminum plant to the component workshop. Through specialized transportation and thermal insulation systems, the molten aluminum is stably charged into the on-machine holding furnace, effectively ensuring production continuity and process stability.

This innovative model has been filed as a national invention patent (Application No.202511952524.5), offering a process solution with independent intellectual property rights. This practice not only provides a reliable pathway for decarbonization within XPENG's supply chain but also offers a replicable and scalable reference for the die-casting industry in pursuing low-carbon, intensive, and efficient production methods.



Delivery of high-temperature molten aluminum to the workshop



High-temperature molten aluminum charging into machine-side holding furnace

Low-Carbon Logistics

XPENG highlights great importance on the environmental impact of its logistics operations and actively adopts measures to reduce carbon emissions in transportation. The Company is committed to building a green and low-carbon logistics and transportation system.

Green Packaging: In our packaging strategy, we consistently promote the use of reusable packaging, upgrading original wooden frames and disposable cardboard boxes to reusable metal racks. For necessary packaging liners, we are dedicated to 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 2025, we further implemented standardized and reusable packaging initiatives by optimizing metal box and rack size standards and launching packaging leasing models. As a result, the packaging standardization rate of all manufacturing plants has exceeded 97%. Meanwhile, we actively encouraged suppliers to improve their packaging by optimizing component layouts and packaging materials, increasing loading rates, and eliminating standalone plastic bag packaging. Through these efforts, we have optimized the packaging solutions for 149 component types. For instance, we replaced disposable paper liners and thin blister trays with reusable thick blister trays, thus addressing issues such as component displacement and difficulties in recycling packaging materials. This approach significantly reduces disposable packaging material consumption while ensuring component quality. Through these systematic improvements, we have achieved ongoing progress in increasing packaging reuse and reducing material consumption, further strengthening resource conservation and environmental friendliness in the supply chain.

Green Logistics: We continue to expand our fleet of new energy vehicles, improving the proportion of water and rail transportation. During the reporting period, we not only achieved compliance with China's Phase V vehicle emission standards but also increased the proportion of new energy vehicles in our international maritime freight logistics operations, including the use of biofuel fuels. In 2025, we deployed six pure-electric trucks at the Guangzhou Plant. At the same time, we introduced green energy solutions for our operations at the Guangzhou Plant.



The packaging standardization rate across all manufacturing bases has exceeded **97%**



A total of **149** packaging solutions for component types have been optimized.



Deployment of Pure-electric Trucks

Green Initiatives in Logistics



Optimizing the mix of

To improve the efficiency of w...
creased the proportion of railr...
demand for connecting transpor...
necessary transport journeys.

Increasing the full load rate: We adjust the vehicle loading order according to the contract structure and recent production schedules, and replenish in advance the inventory for under-loaded transport orders in line with sales forecasts, thus improving the full load rate and reducing the energy consumption and carbon emissions in transport.

Selection of logistic

Lithium battery charging equipm...
inate lead-acid battery and av...
achieved 100% use of lithium cha...

Establishing logistics matching models: We precisely identify optimal regions, optimize component pickup routes, and shorten pickup distances based on models, which reduces energy consumption and lower carbon emissions.

Electrifying logistics

ployed new energy unmanned tr...
period, all new and existing logis...
on electricity

1.1 Climate Governance

XPENG actively fulfills its responsibility to address climate change and continuously promotes low-carbon transformation in the industrial chain through technological innovation and energy-saving and emission-reduction measures. Since 2021, with reference to the recommendations from the Task Force on Climate-Related Financial Disclosures (TCFD), XPENG has been engaged in climate change management in governance, strategy, risk management, metrics and targets, to improve its capacity to address climate risks and capitalize on climate-related opportunities.

1.1.1 Governance

XPENG has established a three-tier climate governance framework of "decision-management-execution" based on its sustainable development governance framework and operational mechanisms. At the decision-making level, the Board of Directors serves as the highest decision-making body for climate risk management and is responsible for overseeing, reviewing and evaluating the Company's sustainable development affairs as well as ESG strategy and implementation. At the management level, the ESG Steering Committee is responsible for discussing material ESG and climate change-related matters, identifying ESG and climate change risks, ensuring the effective operation of internal control and management system, and promoting the coordinated implementation of ESG and climate change affairs within the Group. At the execution level, the Company has set up an ESG Working Group composed of middle and senior executives from core departments and responsible for implementing specific tasks and information compilation, regularly tracking and evaluating actual implementation, providing feedback on the effectiveness and related risks, and reporting work progress and improvement suggestions to higher-level decision-makers, forming a closed-loop management mechanism that features top-down deployment and bottom-up feedback. In terms of supervision and review, the Board conducts an annual review, the ESG Steering Committee holds quarterly thematic discussions, and the ESG Working Group advances and evaluates specific affairs on a monthly basis. This approach has ensured effective implementation of governance requirements. For detailed responsibilities of the Board and ESG Steering Committee, please refer to the "Sustainable Development Governance" section of this report.

To enhance the professional capabilities of the Board and the management team in addressing climate change, we have incorporated climate change topics into the regular agenda of the Board meetings. We also organize annual specialized climate risk training to continuously strengthen relevant knowledge and decision-making capabilities. In 2025, we conducted a thematic training on climate disclosure requirements for all directors.

Meanwhile, the Company regularly convenes cross-departmental climate-themed seminars to facilitate interdepartmental collaboration in formulating climate action strategies, bolster the organization's overall climate resilience, and proactively identify development opportunities presented by the low-carbon transition.

To strengthen accountability, the Company is steadily advancing the linkage of climate performance with executive remuneration incentives. We have already linked the accomplishment of annual energy consumption targets to the remuneration of relevant management personnel. This clarifies carbon reduction responsibilities and ensures that strategic objectives are effectively achieved in business decisions and daily operations.

1.1.2 Strategy

To proactively identify and assess the potential impacts of climate change on the Company's business development, we have introduced climate scenario analysis tools. By simulating different future climate pathways, we systematically identify climate-related risks and opportunities that may have material impacts on XPENG, thereby providing scientific support for our strategy formulation.

Climate Scenario and Timeframe Confirmation

XPENG conducts climate scenario analysis with the aim of systematically evaluating the physical and transition risks that its business may encounter under various future climate pathways, which provides a quantitative basis for formulating forward-looking and resilient long-term strategies. With reference to internationally recognized scenario models from authorities such as the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA), as well as our business layout and value chain characteristics, we have selected representative brown scenario, baseline scenario, and green scenario as the analysis framework. Detailed information on various scenario types and timeframes used in the scenario analysis can be found in the table below.



Analysis Scope: Covering XPENG's Global Business Operations

Timeframe • Short-term: 2025-2027 • Medium-term: 2028-2050

IPCC SSP1-2.6: Ambitious and coordinated global action to keep warming within 1.5°C. The intensity of extreme weather frequency of heavy rainfall increases, resulting in phased incremental

Net Zero Emissions by 2050 Scenario (IEA NZE): Net zero emissions in the energy sector by 2050. Core characteristics include rapid deployment of new energy vehicles is advancing at a pace significantly faster than current trends, and technical thresholds increase significantly

IPCC SSP2-4.5: Greenhouse gas (GHG) emissions are projected to be kept within 3°C, reflecting a relatively neutral societal pathway. Sea level rise will shorten, which may have a certain impact on production sites

Announced Pledges (IEA APS): Governmental climate pledges generally imply a more moderate energy system transformation at a relatively moderate pace. Policy and market gaps remain with long-term climate targets

IPCC SSP5-8.5: The global average temperature will increase significantly. The trajectory heavily dependent on fossil fuels. Typhoon intensity and frequency increase, affecting manufacturing plants and supply chain security





1. Reasons

- The scenarios reference IPCC (physical risks) and IEA (transition risks).
- The timeframe provided by the selected data sources are consistent with line with the Paris Agreement.
- The selected scenarios help the Company assess climate-related risks and opportunities.

Climate Risk and Opportunity Assessment Results

XPENG has systematically conducted the identification and evaluation of climate-related risks and opportunities, aiming to assess the potential impact. We have refined and screened the list of transition risks, physical risks, and related opportunities, and conducted a comprehensive assessment covering impacted segments, and business models that are exposed to or vulnerable under different climate pathways, while evaluating the associated financial and financial, serving as a critical basis for formulating response strategies and decisions.

XPENG Climate Physical Risk Assessment Results

Risk/Opportunity Category	Risk/Opportunity Name	Affected Areas	Affected Sectors	Duration of Impact		
				Short term	medium term	Long term
Physical risks	 Typhoon	Shanghai, Zhejiang, Fujian, Guangdong and Jiangsu	Production, delivery and after-sales	✓	✓	✓
	 Extreme rainfall and flooding	Beijing, Shanghai, Shandong, Henan, Fujian and Shanxi	Delivery and after-sales	✓	✓	✓
	 Extreme heat	Guangdong and Hubei	Procurement and Production	✓	✓	✓
	 Sea level risk	Shanghai, Zhejiang, Guangdong and Fujian	Production, delivery, after-sales and recycling			✓

XPENG Climate Transition Risk Assessment Results

Risk/Opportunity Category	Risk/Opportunity Name	Affected Areas	Affected Sectors	Duration of Impact		
				Short term	medium term	Long term
Transition risks	Stricter environmental and carbon policies	Pan-Europe Asia-Pacific Middle East and Africa Latin America	Procurement OME contract manufacturers R&D, production marketing and service	✓	✓	✓
	Green trade barriers	Pan-Europe Asia-Pacific Middle East and Africa Latin America	Procurement, OME contract manufacturers R&D, production marketing and service	✓	✓	✓
	Low-carbon technology R&D and iteration	China, Germany and the US	R&D		✓	✓
	Supply chain stability and cost	China, Indonesia Malaysia and Austria	Procurement and OEM contract manufacturers	✓	✓	✓
	Product adaptation to extreme weather	Pan-Europe Asia-Pacific Middle East and Africa Latin America	R&D marketing and service		✓	✓
	Market demand and intensified competition	Pan-Europe Asia-Pacific Middle East and Africa Latin America	Marketing and service R&D	✓	✓	✓
	Carbon reduction targets and environmental performance	China Germany and the U.S.	R&D and production	✓	✓	✓



XPENG Climate Opportunity Assessment Results

Risk/Opportunity Category	Risk/Opportunity Name	Affected Areas	Affected Sectors	Duration of Impact		
				Short term	medium term	Long term
Opportunities	Increasing energy efficiency	China, Germany and the U.S.	Production and R&D	✓	✓	✓
	Circular economy and material recycling	China	Procurement production and recycling		✓	✓
	Growing consumer demand	Pan-Europe Asia-Pacific Middle East and Africa Latin America	Marketing and service	✓	✓	
	Green financing	Pan-Europe, Asia-Pacific Middle East and Africa Latin America	R&D and service	✓	✓	

Climate Transition Risk Map

Based on the above analysis, XPENG'S overall exposure to physical risks is relatively limited. Furthermore, the Company has been progressively improving its response to transition risks, XPENG faces more significant challenges, which vary notably among regions. We will coordinate efforts at the global strategic level to address these challenges.

Germany

Low-carbon technology R&D and iteration, carbon reduction targets and environmental performance

Indonesia

Supply chain stability and cost

Austria

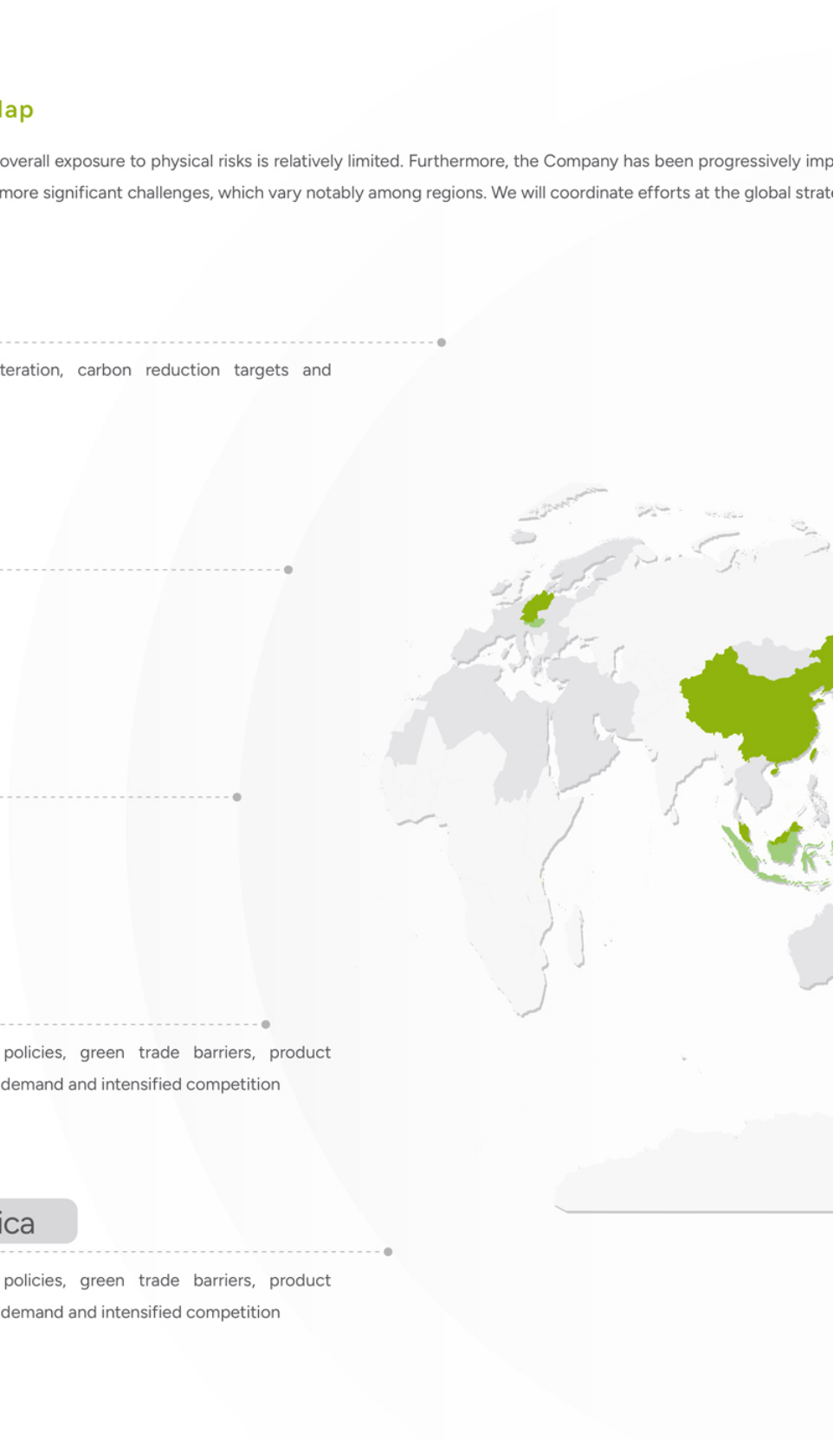
Supply chain stability and cost

Pan-Europe

Stricter environmental and carbon policies, green trade barriers, product adaptation to extreme weather, market demand and intensified competition

Middle East and Africa

Stricter environmental and carbon policies, green trade barriers, product adaptation to extreme weather, market demand and intensified competition



Financial Impact of Climate Risks and Countermeasures

In consideration of the comprehensive identification and assessment of various climate-related risks, XPENG has further carried out a thorough analysis of potential financial impacts. Focusing on both physical and transition risks, we have systematically evaluated the potential financial impacts these risks may have on the Company's current and future operations. Based on the assessment results, we have formulated targeted countermeasures and conducted preliminary quantification of the resources required for their effective execution. Through these efforts, we aim to continuously strengthen the Company's financial resilience and strategic agility in the context of climate change.

In 2025, typhoon events posed no significant challenges to the stability of production and operations or the continuity of business plans. In terms of delivery and after-sales services, they mainly caused localized, short-term operational disruptions and minor asset losses, with limited overall financial impact. The risks associated with extreme precipitation and flooding events primarily manifest as short-term revenue fluctuations caused by property damage and operational disruptions. The Company has effectively managed these risks through measures such as early warning systems, insurance coverage, and process optimization. Going forward, the Company will continue to incorporate climate insights into its business continuity planning to enhance operational resilience.

To address high risks of climate transition, XPENG will promote large-scale strategic investment layout while continuously increasing investment in areas such as low-carbon and intelligent technologies, green and localized supply chains, clean technology production, and charging network construction. Apart from increasing R&D and compliance costs in the short term, we will effectively control transition risks over the medium to long term, with the aim to systematically transform external challenges into sustainable long-term competitive advantages and financial returns.

Risks

Stricter Environmental and Carbon Policies

Green Trade Barriers

Low-carbon Technology R&D & Iteration

Supply Chain Stability and Cost

Carbon Reduction Targets and Environmental Performance

1.1.3 Risk Management

XPENG attaches great importance to the systemic challenges posed by climate change and regards climate risk management as an essential component in safeguarding the Company's long-term stable operations and sustainable development. We have fully integrated climate-related risks into our overall risk management system and established a robust mechanism for climate risk identification, assessment, and response. By continuously enhancing our responsiveness and management capabilities regarding climate change impacts, we aim to bolster the Company's resilience and competitiveness within a complex external environment.

In climate risk identification, we conduct a systematic review of potential physical and transition risks as well as potential opportunities across core value chain segments, including procurement, R&D, manufacturing, sales, and recycling, based on climate characteristics and exposure levels of our key operating regions, while referencing international climate science recommendations, policy guidance, and industry trends.

In climate risk assessment, the Company adopts a scenario analysis approach to conduct structured evaluations. All climate risks are assessed using two dimensions, namely the likelihood of probability of occurrence and severity, in consideration of differences in risk exposure across value chain segments and geographic regions. For physical risks, the Company evaluates the potential impacts of factors such as extreme weather events and temperature changes on operational assets across production, delivery, and after-sales services under different climate scenarios and time horizons. For transition risks, the Company analyzes the potential impacts of various factors such as policy changes, technological iteration, and evolving market preferences on its various business segments under different low-carbon transition pathways. On this basis, we employ a risk matrix to conduct comprehensive calculations, determine risk levels, and prioritize them, thereby providing a basis for future management decisions.

Based on the assessment results, the Company incorporates identified material climate risks into our unified strategic risk repository, designate responsible departments, and develop response measures. These actions are integrated into our annual business plans and resource allocation. Furthermore, we have established a mechanism for regular monitoring and dynamic updates to track policy changes, market trends, and advancements in climate science. These findings are reported to the management team and the Board of Directors, ensuring that climate risks are managed and optimized in a continuous and effective manner.

1.1.4 Metrics and Target

To systematically advance our dual carbon reduction plans for Scope 1, XPENG's carbon reduction targets are as follows:

In accordance with internationally recognized standards, we also plan to disclose this information in our future reports. In the future, the Company will continue to work hard to achieve our carbon reduction targets.

Industry Metrics

To systematically assess climate change risks, including greenhouse gas emissions and other environmental impacts, we have established a comprehensive industry metrics system.



Climate Risk Impact Assessment

XPENG continues to deepen its assessment of climate risks and comprehensively examine their potential impacts on its business operations. In terms of production facilities, and after-sales service outlets located in coastal and climate-sensitive regions may be affected by climate events such as typhoons and extreme weather events.

The Company has assessed the asset coverage ratio for key risk categories and related opportunities identified in our climate risk analysis. For production facilities, XPENG has quantified the proportion of assets that may be exposed to physical risks in the short term under a brown scenario. Our assessment is based on the value of fixed assets and the geographic locations of plants and key facilities. By matching these factors with climate risk zones, we identify the potential impacts of extreme weather events, thereby obtaining more precise asset coverage analysis results.

Proportion of Assets Affected by Physical Risks in the Short Term under the Brown Scenario

Short Term (2025-2030)		
	Affected Regions	Total Affected Assets (CNY million)
Typhoon	Shanghai, Zhejiang, Fujian, Guangdong and Jiangsu	7,053
Extreme rainfall	Beijing, Shanghai, Shandong, Henan, Fujian and Shanxi	74

In terms of transition risks, all of XPENG's assets and business activities are exposed to the systemic risks associated with the transition to a low-carbon economy. The Company's value chain ranging from R&D, procurement, and production to sales is fully affected by decarbonization pressures and expectations from multiple stakeholders, rapid iteration of low-carbon technologies, shifts in market demand and competitive dynamics, and reputational considerations. These factors represent potential challenges to the Company's long-term strategy, operational costs, technology roadmap, and market competitiveness.

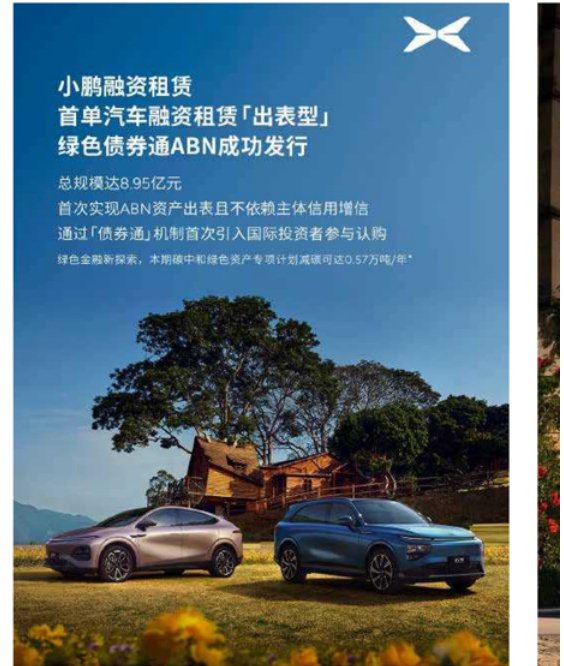
At the same time, the climate transition also presents development opportunities that are highly aligned with the Company's business. Through continuous product energy consumption, promote the use of renewable materials, and develop battery recycling systems. The Company actively responds to the challenges and explores green financing instruments to support sustainable development. These strategic initiatives not only represent proactive management but also represent capturing growth opportunities in a low-carbon future.

Furthermore, XPENG actively capitalizes on market and financing opportunities within the low-carbon transition by systematically integrating capital allocation. In 2025, the total amount of financing earmarked for green business activities reached CNY 1,605 million.

▶ Practicing Green Finance Innovation to Promote Emission Reductions in the NEV Sector

In April 2025, XPENG successfully issued the "XPENG Financial Leasing 2025 Phase I Green Private Asset-Backed Notes (Bond Connect)," with a total issuance size of CNY 895 million. This is China's first automotive finance leasing Green Bond Connect ABN (Asset-Backed Note) that achieves off-balance-sheet treatment under US GAAP standards. Through the "Bond Connect" mechanism, international investors were introduced to participate in the subscription for the first time, diversifying the Company's green financing channels and enhancing its visibility in international capital markets. It is estimated that this green asset-backed program will help achieve an annual carbon emission reduction of approximately 5,700 tons of CO₂ equivalent.

In September 2025, XPENG further seized opportunities in green finance by successfully issuing the "XPENG Financial Leasing 2025 Phase I Green Asset-Backed Special Plan (Carbon Neutrality)," with a total issuance size of CNY 710 million, diversifying its green financing channels. As China's first off-balance-sheet ABS for new energy vehicle (NEV) financial leasing that does not rely on corporate credit enhancement, the project represents an innovative milestone for the industry. This program was awarded a "G1" green rating (the highest level), with the proceeds primarily designated for the leasing of green assets, such as smart NEVs, directly facilitating the widespread adoption of low-carbon mobility and contributing to the realization of the national "dual carbon" goals. It is estimated that the underlying asset pool will help reduce carbon emissions by approximately 11,000 tons of CO₂ and save about 5,200 tons of standard coal each year, and thus will deliver remarkable environmental benefits.



XPENG Issues the First Off-balance-sheet Green Bond Connect ABN for Automotive Finance Leasing



2025 Phase I Green Targeted Asset-Backed Notes (ABN)(Bond Connect) CNY 895 million



2025 Phase I Green Carbon-neutral Asset-Backed Securities (ABS) CNY **710 million**

1.2 Green Operations

XPENG adheres to the concept of sustainable development and strictly complies with the laws and regulations of countries and regions where it operates. By improving environmental management systems, optimizing energy efficiency, strengthening water recycling, and implementing full-process pollution control, XPENG systematically reduces resource consumption and environmental impact across its operations while striving to building efficient, clean, and sustainable intelligent manufacturing plants.

1.2.1 Environmental Management

XPENG continuously optimizes its environmental management system by refining management responsibilities and implementing rigorous measures for environmental emergency response and ecological protection. The Company regularly monitors and audits environmental indicators to ensure compliance with environmental regulations. Furthermore, we actively conduct employee training on environmental protection to heighten green awareness and strengthen our environmental management capabilities.

Environmental Manager

XPENG has established an environmental management system across all manufacturing plants. As the highest level of management, the ESG Steering Committee guides the ESG work. The President is responsible for decision-making and the development of management systems. All administrative departments responsible for environmental management, in addition, operational units such as R&D, production, and standardized treatment and emission plants, forming a complete closed loop.

ESG Management Framework

Board of Directors

ESG Steering Committee

ESG Work

XPENG strictly complies with the environmental laws and regulations in the countries and regions where it operates. All of XPENG's manufacturing plants have obtained ISO 14001 certification. XPENG Manufacturing Co., Ltd. obtained ISO 14001 certification.

We have formulated internal environmental management systems, including the Environmental Management System, Occupational Health and Safety Management System, which standardize environmental management and operational conditions, such as the Safety Management System.

XPENG's Environmental Management Policies Covering Multiple Aspects of the Business

<p>Manufacturing Operations and Business Facilities</p>	<p><i>Construction Project Three Simultaneous Management System</i> <i>Environmental Protection Facilities Management Procedures</i> <i>Environmental Occupational Health and Safety Management Manual</i></p>
<p>Waste Management</p>	<p><i>Solid Waste Pollution Prevention and Control Management System</i> <i>Management Procedures for Wastewater Pollution Control</i> <i>Hazardous Waste Management Procedures</i> <i>Code for General Waste Management</i></p>
<p>Addressing Environmental Impacts</p>	<p><i>Management Procedures for Identification and Evaluation of Environmental Factors</i> <i>Emergency Plan for Environmental Pollution Accidents</i> <i>Environmental Protection Management Procedures</i> <i>Environmental Monitoring Management Procedures</i> <i>Radiation Protection Management System</i></p>
<p>Logistics</p>	<p><i>Logistics Planning White Paper</i></p>
<p>Suppliers and Contractors</p>	<p><i>Safety and Environment Management System for Interested Parties of XPENG</i></p>

Environmental Monitoring

To continuously enhance the t
 have deployed intelligent moni
 regulatory platforms to proacti

We regularly engage qualified
 indicators have met the standa
 standards, and requirements o

XPENG has formulated a comprehen
 lifecycle of its operations. Based on sy
 of policy documents, including the Er
 response team and determined the re
 in-depth analyses of potential scenar
 process emissions, treatment facility
 multi-scenario emergency drills, we
 production.

Biodiversity Assessment

XPENG places high importanc
 Biodiversity Framework to syst
 our infrastructure constructor
 activities, and the use of sustain
 biodiversity and habitat evaluat
 formulate corresponding solut
 quality, and fulfill our ecologica

1.2.2 Energy Management

XPENG is committed to enhancing the energy management efficiency of its manufacturing plants. The Company actively advances the improvement of its energy management system and energy-saving renovation projects, and increases the use of renewable energy. Through these efforts, XPENG aims to optimize its energy performance and energy structure, enhance operational efficiency, and reduce carbon emissions from production.

Energy Efficiency Improvement

XPENG strictly abides by laws and regulations such as the *Energy Conservation Law of the People's Republic of China* and continuously optimizes energy management. Each manufacturing plant has established regulations such as the Manufacturing Plant Energy Management Procedures to standardize processes from the dimensions of energy procurement, refined management, and energy-saving improvements, enhance the effectiveness and efficiency of energy utilization, and promote the Company's sustainable development.

In 2025, against the backdrop of expanded production capacity, XPENG still targeted an energy conservation goal of "reducing per-vehicle energy consumption by 10% year-on-year compared to 2024," setting an overall average electricity consumption target of 738 kWh/vehicle and an average gas consumption of 32 m³/vehicle for its manufacturing processes. During the reporting period, we exceeded both key targets, continuously promoting energy conservation and emission reduction.

During the reporting period, each manufacturing plant actively carried out energy audits. By deploying digital energy management systems, the bases realized functions such as collecting data on electricity and natural gas consumption, report viewing and equipment status inquiries. These systems diagnose and identify potential for energy efficiency optimization, thus providing data support for improving energy performance.

Meanwhile, we provide multi-dimensional energy efficiency training for employees. We offer Energy Conservation Training via the "XPENG Class" online learning platform. We also organize offline mutual inspections on energy conservation and "Energy Conservation Month" themed activities. We have also developed an incentive mechanism for energy-saving improvement proposals at the Guangzhou Plant, thereby comprehensively enhancing all employees' awareness of and practical capabilities in energy conservation.

Energy-Saving Improvement

Guangzhou North Plant

In 2025, the Guangzhou North Plant's energy-saving improvements focused on:

- Through optimizing work frequency from 45 Hz to 50 Hz, reducing air conditioning for 20% and chilled water consumption for 15%.
- Segmented shutdown strategy for oven, color-coat oven, air conditioning, and refined start-up strategy: reducing start-up consumption.
- A total of seven cost reduction measures implemented in 2025.

Zhaoqing Plant

The Zhaoqing Plant implemented energy-saving improvements through cross-departmental cooperation in 2025. Key measures included:

- Dynamically controlling cooling water flow, saving 42,000 kWh of electricity annually.
- Optimizing the operation mode of the air conditioning system to reduce energy consumption differences, reducing energy consumption by 15%.
- Installing variable-frequency air conditioning units to reduce electricity use during non-production hours.
- Replacing regenerative thermal exchangers in the coating workshop, significantly improving energy efficiency.

Use of Clean Energy

XPENG considers increasing the proportion of clean energy in its operations as a core element of its green development strategy. In 2025, we completed additional photovoltaic (PV) installations at several plants, bringing XPENG's photovoltaic installed capacity to 94 MW, an increase of over 16% compared to 2024. In the future, XPENG will continue exploring opportunities to expand the application of green energy and further increase the proportion of renewable energy.

While continuously expanding the PV installation area, XPENG has effectively improved power generation efficiency and operational safety through systematic maintenance and management at its manufacturing bases. We regularly carry out cleaning and routine maintenance of photovoltaic panels to improve light transmittance and increase power generation. In 2025, the Zhaoqing Plant introduced robotic automated cleaning, further enhancing cleaning efficiency and generation stability.

In 2025, XPENG's photovoltaic projects generated a total of 106,000 MWh of electricity. By adopting a surplus electricity grid-connection model, we supplied over 33 million kWh of green electricity back to the regional grid and thus reducing regional carbon emissions by over 13,000 tons.

Highlights



In 2025, electricity generated and consumed from photovoltaic systems reached **73,000 MWh**, increasing by more than **180%** compared to 2024. Photovoltaic power accounted for **25%** of the total electricity consumption at manufacturing bases, reducing carbon emissions by nearly **30,000 tons**. This initiative has achieved dual benefits in cost saving and carbon reduction.

In addition to self-generated photovoltaic power for on-site use, the Guangzhou South District Plant and the Guangzhou North District Plant purchased more than **28,000** green electricity certificates, promoting a comprehensive green electricity/certificate ratio of **35%**. Furthermore, the Component Plant acquired 5,050 tons of local carbon allowances to offset a portion of its operational carbon emissions. While fulfilling our emission reduction responsibilities, these initiatives also demonstrate our active support for the development of regional carbon markets and the advancement of climate finance mechanisms.

1.2.3 Water Resource M

XPENG strictly complies with national impacts on water resources. All of our

Wastewater Management

XPENG has formulated and implemented manufacturing base is equipped with

Prod

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- All sewa
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and rem



Reducing Water Resource

XPENG is committed to continuously management to continuously enhance XPENG has set the target to reduce w collects and tracks water usage in rea

In 2025, the Company conducted water resource management training for all employees through its "XPENG Class" online learning platform. The training covered topics such as installing water-saving devices, strengthening inspection and management of water-use equipment, and promoting water recycling, further reinforcing the water-saving awareness.

Daily Operations	Production Processes
<ul style="list-style-type: none"> • Duty personnel must inspect water supply pipelines daily and record water usage data. Any leaks or abnormal water usage must be immediately investigated and repaired. • Each manufacturing base's sewage station is equipped with a reclaimed water reuse system, using sand filtration, carbon filtration, and reverse osmosis processes. The reclaimed water reuse rate exceeds 50%, with treated reclaimed water used for flushing toilets, landscaping, water pools, and fire pool replenishment. During the reporting period, reclaimed water reuse saved over 270,000 tons of water across manufacturing bases. 	<ul style="list-style-type: none"> • In parts of the coating process, industrial water is used as the primary water source to reduce the consumption of fresh water. In addition, the backwashing duration has been optimized to reduce the amount of purified water used for backwashing • The welding workshop cooling circulation water system has been optimized based on production cycles and temperature change models to ensure that production requirements are met. Meanwhile, pump power is adjusted to the minimum level to further reduce water consumption • Condensate water from environmental air-conditioning systems in the final assembly, welding, and coating workshops is recovered and reused in nearby cooling towers, helping conserve water and reduce cooling energy waste

**XPENG New Global Headquarters:
The Ecological Garden Embracing Rain and Dew Inspired by a "Lotus Leaf" Design**

In 2025, the XPENG Technology Park pioneered a "biomimetic rainwater harvesting" system. Inspired by the lotus leaf, the 30,000-square-meter metal roof was designed with a unique drainage structure that utilizes gravitational height differences to naturally channel rainwater into collection tanks. Benefiting from the roof's self-cleaning properties, the collected rainwater meets irrigation standards and is used to nourish a 26,000-square-meter ecological park. This approach has realized the efficient utilization of natural precipitation.

The park is also integrated with a "Sponge City" rainwater management system, featuring a 1,115-cubic-meter underground rainwater storage tank. Each year, over 20,000 cubic meters of rainwater from rooftops and surface runoff are collected and reused for landscape irrigation, basement cleaning, and municipal drainage regulation in surrounding areas, effectively alleviating pressure on the regional drainage network during flood seasons.



Ecological design of XPENG Technology Park

Waste Gas Management Measures in Each Workshop

Die-Casting Workshop

- The die-casting workshops at the Component Plant and the Guangzhou North District Plant have implemented multiple waste gas management measures, including dust removal systems for melting furnaces, organic waste gas purification systems for die-casting processes, and oil mist treatment systems for machining equipment. These systems feature advanced technologies such as cyclone dust collectors, wet scrubbers, electrostatic purifiers, and wet deep-treatment units to ensure that dust and VOCs meet emission standards.

Welding Workshop

- High-efficiency filtration dust collectors are used to absorb smoke and dust, achieving a dust removal efficiency of 99%.
- Mobile welding fume purifiers are installed for dispersed CO₂ shielded welding machines. After purification the treated fumes are discharged into the workshop in compliance with relevant standards, which can optimize the internal air quality and effectively reduce exhaust emissions.

Coating Workshop

- A B1B2 water-based coating process is adopted, reducing VOCs emissions by 15% compared with conventional processes and minimizing organic pollutants at the source.
- An "exhaust gas concentration wheel and regenerative thermal oxidizer (RTO)" system is adopted to ensure full combustion and decomposition of organic pollutants in the waste gas. This method can achieve a removal rate of over 95% and effectively purify organic pollutants.
- Measures such as controlling the consumption of cleaning solvents, reducing the cleaning frequency of coating-switch robots, and optimizing process parameters and simulation programs are implemented to further reduce VOCs emissions.
- The use of membrane technology in pre-treatment processes reduces paint residue by approximately 94% indirectly reducing organic pollutants in exhaust emissions.

Waste Management Methods

Digital management

- The Guangzhou North District Plant and the Guangzhou South District Plant have installed intelligent weighing devices and launched a hazardous waste information management system to achieve the QR code-based digital management throughout the process of hazardous waste generation, transfer, and disposal, ensuring real-time monitoring and full traceability of hazardous waste

Storage & placement

- A dedicated solid waste storage room is set up to classify and manage metal scraps, waste packaging materials, hazardous waste, and domestic waste, with daily cleanup
- Storage areas are treated with hardened concrete and anti-seepage measures, with ground leachate collection channels installed to prevent environmental pollution incidents
- Storage areas are equipped with safety measures such as dry powder fire-extinguishing systems, combustible gas monitoring systems, central air conditioning, and electrostatic discharge devices to effectively prevent environmental incidents

Transfer & Disposal

- Waste disposal contracts are signed with qualified third-party service providers, and waste transfer and treatment are carried out in accordance with the Measures for the Management of Hazardous Waste Transfer
- All hazardous waste entering the warehouse is weighed and recorded in ledgers to ensure refined management
- A solid waste management platform has been developed to declare waste transfers. A qualified third party is entrusted to dispose of the waste properly

Hazardous waste Reduction

- Measures such as increasing the glue coating pressure plate to reduce glue residue, adding lining within the glue barrel, and reducing the use of solvents (particularly reducing the frequency of varnish cleaning and increasing the proportion of water-based solvents), draining paint sludge, and dewatering wet filter bags are implemented to reduce hazardous waste generation
- The Guangzhou North District Plant has adjusted its coating process for existing projects and replaced the original 3C2B process with a primer-free process, thereby avoiding the use of water-based color paint

1.2.5 Green Office

XPENG integrates the green, low-carbon, and eco-friendly concepts into daily work and life. We have developed a series of green office and business travel policies, including the XPENG Headquarters Campus Energy Saving and Consumption Reduction Control Plan, the XPENG Innovation Center Energy Saving and Consumption Reduction Control Plan, and the Overseas Business Travel Management Regulations, aiming to foster a diversified low-carbon working environment. We also actively advocate for a low-carbon office culture, encouraging employees to implement environmental and green living concepts in their daily routines.

In 2025, the Company systematically improved both energy efficiency and employee experience through intelligent management, convenient services, and resource recycling.

We have introduced the IRON intelligent system, which uses an AI platform to regulate lighting and air-conditioning in office areas, enabling refined energy management. While ensuring employee comfort, the system adjusts equipment start/stop strategies based on preset time periods and perceived outdoor temperatures to effectively avoid energy waste. Employees with individual needs can send commands to the IRON AI via QR codes at their workplace, allowing them to adjust light intensity and air-conditioning temperature for specific areas in real-time, which can enhance both energy efficiency and workplace convenience.

To encourage low-carbon commuting, various departments of XPENG actively communicated with government authorities to introduce additional bus routes and early-morning intercity railway services. By expanding service coverage, we have significantly improved the feasibility and efficiency of public transportation for our employees. Furthermore, we encourage our employees to prioritize the Company's green mobility services for both business travel and daily commutes. According to data from the DiDi Enterprise platform, our employees achieved a total carbon reduction of approximately 966.2 tons of CO₂ equivalent through ride-hailing services during the reporting period.

In terms of resource recycling, the Company has established collection and reuse systems for waste plastics. In 2025, we recycled a total of 1,200 kg of waste plastics, effectively transforming waste into a closed-loop management.

- Turn off lights during non-working hours
- Save electricity in meeting room reservations and reduce the number of invalid reservations
- Provide battery electric vehicles for commuting
- Use energy-saving devices
- Encourage employees to use shuttle bus services

1.3 Green Ecosystem

XPENG integrates green and low-carbon principles into its entire chain of corporate operations, customer services, and industry collaboration. Internally, we consistently deepen the promotion of green culture, establish green retail stores, and build an efficient low-carbon charging service system. Externally, we work with supply chain partners to advance green transformation and actively promote public environmental awareness. Through these efforts, we have systematically built a green ecosystem that spans products, services, partnerships, and public participation, while continuously enhancing the Company's ESG brand value.

1.3.1 Green and Low-Carbon Culture

XPENG has deeply incorporated green and low-carbon concepts into corporate culture and continuously enhanced environmental awareness among all employees through a systematic training framework. We have implemented the Environmental, Occupational Health, and Safety Training Management Measures, regularly organized training activities themed around environmental protection, and integrated environmental management policies and impacts into new employee onboarding training. In 2025, relying on the "XPENG Class" online learning platform, we delivered special training programs covering energy and water conservation, hazardous waste management, hazardous chemical management, environmental regulations, environmental management systems, and environmental factor identification to all manufacturing plants. Through environmental activities such as the "Energy Conservation Month," we further strengthened employees' practical capabilities in energy use, water conservation, and waste sorting, promoting the integration of green behaviors into daily operations.

1.3.2 Green Services

Green Stores

XPENG fully extends its green and low-carbon philosophy to its sales and service network, aiming to transform nationwide stores into sustainable experience spaces that integrate green operations with low-carbon education. We also strive to make green technology more accessible to customers.

XPENG's Nationwide S

Since 2024, the XPENG Foundation has focused on promoting green energy, and biodiversity. XPENG has held various training sessions, and other formats, to enhance public education. As of December 31, 2024, the Foundation has held 100+ public education sessions, reaching over 10,000 people.

In 2025, over 100 of XPENG's nationwide stores have spread green technology knowledge and provided training for advancing low-carbon transition.



Green Charging

In 2025, XPENG further improved its charging network layout and charging technology, enabling its electric vehicle users to charge their cars in the most convenient way. We also take customer real-life scenarios into consideration while selecting the site of charging stations. We strive to build a more efficient, safer, and convenient energy replenishment system that helps to improve energy utilization efficiency and green travel experience.

As of the end of 2025:

XPENG self-operated charging stations:

3,150+

XPENG supercharging piles:

13,600+

XPENG supercharging stations:

2,650+

Charging stations offering free benefits to vehicle owners:

2,810+

XPENG self-operated charging piles:

17,000+

Cities covered:

430+

Sharing of Home Charging Piles



17,090

Number of pile owners joining the shared home charging platform:

172,923

Cumulative orders of shared home charging:

150,100

Number of car owners using the platform for energy replenishment:

30,000

Maximum cumulative order amount per user:

*As of December 22, 2025

- **Regional sharing of ment resources:** XPENG "carbon" goals and rural revitalization supercharging network construction. The network has covered all countries.

- **Industry standard c safety supervision:** In a primary drafter for two national standards, including the *Safety of Electric Vehicle Conductive Connector (GB 44263-2024)* and the *Minimum Energy Efficiency and Energy Efficiency of Electric Vehicle Power Supply (GB 46519-2025)*. In terms of safety supervision, we conducted safety inspection on regional supercharging stations, inspected 41 supercharging stations for ultra-fast charging and destination charging, and sampled 88 home charging stations from six suppliers. All identified h

XPENG Charging Award

At the 6th China International Charging Conference, XPENG was ranked 9th in the "Top 100 User Index" based on comprehensive outstanding facilities, and platform innovation.

1.3.3 Green Public Welfare

In response to China's "dual carbon" goals, XPENG established the industry's first foundation devoted to ecological environment and science education, **the XPENG Foundation**, in October 2021. Various business centers of XPENG, volunteers, public welfare partners, and other stakeholders jointly explore feasible paths to transform the Company's core capabilities into public education products. Under the model of "technology for good, business for shared benefits," XPENG has laid a solid public foundation for advancing low-carbon transformation through broader social actions.

On June 5, 2022, the XPENG Foundation launched the "XPENG Green Home" environmental science education program. The program is designed to effectively disseminate the latest knowledge on topics such as climate change, energy transition, and biodiversity conservation among children aged 3-15 and their parents. It also seeks to enhance the target group's attention to ecological issues and improve their ability to understand and adapt to ecological changes. The program has released multiple environmental science education courses and educational products, including **"Elephant Going Home"**, **"Birds Gathering"** and **"Low-Carbon Traveler"**, and published the "60 Ecological Books for Kids" list for four consecutive years. It has attracted the participation of over 1,800 employees and car owners, and partnered with public welfare institutions to jointly support environmental science education.

As of the end of 2025, the "XPENG Green Home" program has cumulatively conducted over 2,500 environmental education activities, with an average of two activities per day, covering XPENG stores nationwide, primary and secondary schools, and urban and rural communities, and directly serving over 80,000 school-age children. This has significantly raised awareness and willingness to act on issues such as climate change and biodiversity among the target audience.

Over 80,000 Green Seeds Sprouting After Four Years of Efforts

2022-2025
XPENG Foundation partnered with all sectors of society to carry out environmental science education activities

- Directly served over **80,000** school-aged children
- Launched more than **2,500** environmental education activities
- Mobilized over **1,800** volunteers including employees, car owners, teachers and students

The infographic features a large green leaf shape composed of numerous small photos of children and adults engaged in educational activities. A small white robot character is positioned at the bottom right of the leaf.

1.3.4 Green Supply Chain

XPENG deeply integrates supply chain carbon management into its value chain collaboration mechanism. By establishing a routine training support system, providing full-process technical guidance, and continuously improving cooperation management standards, the Company systematically promotes partners' carbon management capabilities and jointly builds a transparent, collaborative, and efficient green supply chain ecosystem. For incoming suppliers, the Company organizes unified safety and environmental training and requires them to sign the Stakeholder Safety and Environmental Agreement and the Stakeholder Safety and Environmental Commitment Letter.

In 2025, we provided systematic carbon management empowerment for Tier-1 suppliers through a combined model of "project launch meetings and technical training sessions." We systematically explained domestic and international policy trends, data reporting standards, and the operation process of the CICES system. Technical training sessions featured experts from CATARC who provided detailed guidance on product carbon footprint calculation methods and practical points, supplemented by operation manuals and FAQs. Furthermore, XPENG developed a dual-support mechanism of "group Q&A sessions and one-on-one coaching," with a dedicated team providing full-process tracking and guidance to ensure the standardization and completeness of carbon data reporting. While actively promoting data accounting and reporting empowerment, we also actively carried out supply chain empowerment and exchange activities, including trend interpretation, best-practice sharing, and supplier project cooperation discussions. The aim is to help suppliers transform carbon management achievements into tangible outcomes and promote horizontal expansion.

Relying on the closed-loop empowerment mechanism of "training, implementation and optimization," we have transformed carbon management from corporate actions into a collaborative industry-chain process. This has provided systematic support for low-carbon transformation across the supply chain, contributing to overall industry carbon transparency and effective emission reduction.

During supply chain carbon data management, we identified common challenges faced by some suppliers in initial accounting stages, such as insufficient capability and experience. We have issued practical guides such as the CICES Data Reporting Notes to provide systematic support.

In 2025, we further advanced management and data accounting, and a cross-verification was also conducted.

Up to date, we have achieved data closing using actual scenario data. In the future, we will continue to improve our data accounting processes that comply with international standards.



SOCIAL-Intelligent Product for Shared Value

02

Intelligent Product for Shared Value

- 2.1 Quality Products
- 2.2 Thoughtful Service
- 2.3 Employee Responsibilities
- 2.4 Sustainable Supply Chain
- 2.5 Community co-construction

At XPENG, safety is key to developing quality products. Through systematic responsibility management and multi-party value co-creation, we closely connect employee development, and supply chain responsibility with social prosperity to create a reliable and resilient development ecosystem. We also join hands with all partners to strive for a long-term future with shared success.

Highlights:

- Proportion of R&D investment to the operating revenue

12.4 %

- As of the end of 2025

3,488 million

XPENG had invested a total of over CNY in public welfare

- Signing rate of the Integrity Commitment Letter among suppliers

100 %

2,100+

Registered volunteers

【Product Safety: Upholding Safety Responsibility】

XPENG adheres to the principle of “valuing safety and innovation, upholding compliance and responsibility.” We have formulated the New Energy Vehicle Safety Management Framework, under which the Safety Steering Committee makes strategic decisions, professional working groups oversee specific affairs, and safety management mechanisms at each level. Meanwhile, we have built a comprehensive protection system “active safety, passive safety, escape safety, battery safety” and incorporated ISO 26262 (functional safety) and ISO 21448 (safety of the intended functionality) standard certifications into our R&D and control processes.

Safety Management Framework

Primary Functions

Responsible for overall safety management decision-making

Primary Functions

Chairman

Head of the Quality and Safety Center: Responsible for handling daily management functions of the Safety Steering Committee Office, formulating and decomposing annual safety target indicators, and conducting regular inspections and assessments

Working Group

Work Safety Working Group: Responsible for coordinating the establishment and management of the Company's occupational health and safety management system as well as the environmental management system
Working Group for the New Energy Vehicle Enterprise Safety System: Responsible for coordinating the safety system of new energy vehicle enterprises

Primary Functions

Responsible for implementing the Company's safety requirements and conducting safety management within the department

Product Safety Certifications and Awards

XPENG All-New P7

- 2025 C-AHI 5-Star Certification

XPENG MONA M03

- 2025 CA-CAP 5-Star Certification

XPENG P7+

- 2025 C-NCAP 5-Star Safety Rating
- 2025 C-GCAP 5-Star Rating
- 2025 Recognized as an "Excellent Vehicle in Extreme Heat" in the CAERI Extreme Heat Summer Test

XPENG G7

- 2025 C-NESA 5-Star Certification
- 2025 Recognized as an "Excellent Vehicle in Extreme Heat" in the CAERI Extreme Heat Summer Test

XPENG X9

- 2024 C-NCAP 5-Star Safety Rating
- 2024 C-IASI Top Rating in All Three Categories
- 2024 I-VISTA Top Rating in All Five Categories
- 2024 C-ICAP 5-Star Certification
- 2024 C-GCAP 5-Star Rating
- 2024 C-AHI 5-Star Certification
- 2024 Top 10 Car Bodies Award in China
- 2024 The First Intelligent Driving Complex Weather Conditions in China
- 2024 "World's Top 10 Intelligent Driving" by the China Research Institute
- 2024 Certification for Exceeding



Active Safety

XPENG's active safety system is built on core technologies including enhanced Automatic Emergency Braking (AEB), full-scenario Automatic Emergency Steering (AES) and stable operation during high-speed tire blow-out. This enables the precise prediction and proactive intervention of driving risks, with an operating speed of up to 150 km/h, effectively avoiding various driving accidents such as collisions and tire blowouts. While reducing travel safety risks, we implement proactive safety protection to safeguard user safety.

As of the end of the reporting period



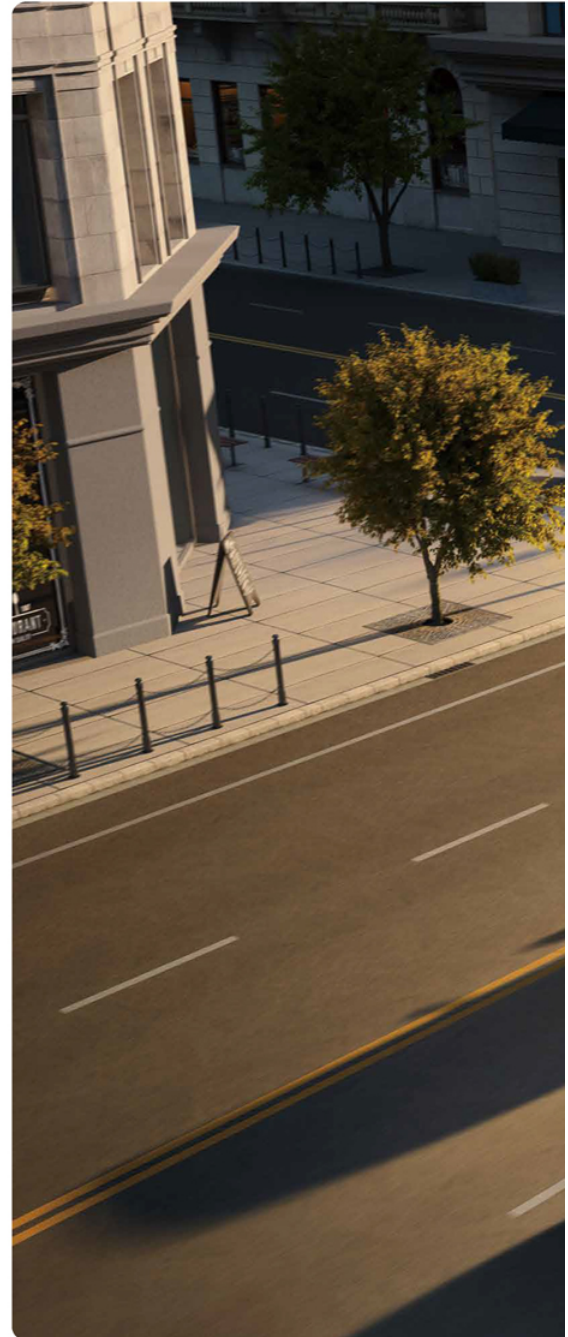
XPENG has cumulatively avoided potential collision accidents

376,504



including nighttime scenarios

78,870



Passive Safety

XPENG has built a comprehensive passive safety protection system that exceeds the structural design and functional configuration standards of the "China-New Car Assessment Program (C-NCAP)" 5-Star Rating and the "China Insurance Automotive Safety Index (C-IASI)." We have provided multiple protection mechanisms, including an ultra-high-strength cage-type steel body, full-car occupant protection airbags, zero-gravity seat cushion airbags, and dual pre-tensioning load-limiting seatbelts. These efforts aim to fully guarantee the structural integrity of the occupant cabin and personnel safety in the event of a collision.

XPENG P7 Protects Owner Safety in Extreme Collision

In 2025, the XPENG P7 was involved in a collision with a tree. The front compartment of the vehicle underwent significant deformation but maintained its structural integrity, and the occupants inside were not injured. This is due to the vehicle's advanced structural design for energy absorption and load transfer, demonstrating excellent protection capability in severe crash scenarios.

XPENG X9 - A Mobile Fortress for Safety Travel

Integrated Die-Casting Steel-Aluminum Hybrid Cage Body

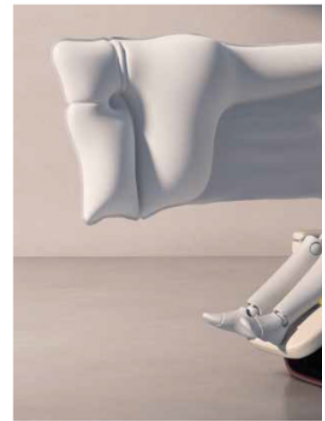
XPENG X9 boasts a robust cage body structure with high-strength steel-aluminum hybrid materials accounting for 87%, and pioneers front and rear integrated aluminum die-casting. A total of 19 ring-shaped safety designs form a three-dimensional protective cage. The A-pillar is embedded with a 2000MPa hot gas-formed expansion tube, combining with the body to form a "roll cage." The torsional stiffness of the vehicle is increased by 3 times, and bending stiffness is enhanced by 30%.



X9 Car Body Structure

Full-Size Airbag System

XPENG X9 is equipped with up to 10 airbags, including front, side, and rear airbags. The side curtains with an ultra-long 6-second inflation time provide protection for the three rows, providing all-scenario, multi-dimensional protection for occupants in zero-gravity posture through the airbag system.



Escape Safety

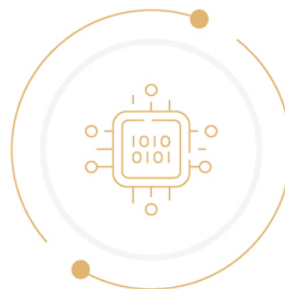
XPENG has implemented a complete escape safety system covering emergency signaling, door release and egress procedures. This system features independent emergency call (ECall), automatic window lowering on impact, safety hammers, mechanical redundancy for all door handles, separate backup power supply for lock mechanisms, and on-screen emergency guidance. Through these efforts, we have formed the final line of defense for occupant safety, ensuring that users have a safe and reliable escape channel in emergency scenarios.

Battery and Supply Safety

XPENG has developed a three-level battery safety architecture covering "intrinsic safety, passive safety and active safety," which is integrated into every stage of product development, testing and supply chain management. All models being sold by XPENG have met in advance the national standard the *Electric Vehicles Traction Battery Safety Requirements* (GB38031-2025) issued by the Ministry of Industry and Information Technology. We have passed various safety tests and. During thermal propagation tests, we ensured that no fire or explosion occurs within 24 hours of battery monitoring, comprehensively guaranteeing battery safety and stability from extreme conditions to daily use.

● Hardware technology protection

the Company adheres to the intrinsic safety of cell materials and processes, while enhancing process control. Regarding battery packs, thermal management and mechanical structure designs exceed national standards, and rapid electrical safety protection is achieved via 2-millisecond-level cutoff technology. Equipped with low-power 24-hour monitoring and self-developed AI early warning algorithms, we have acquired intelligent safety capabilities for the hardware system.



Hardware quality control ●

the Company implements a closed-loop testing and verification system which spans from individual components to the complete battery pack, and continuously upgrades its internal standards based on real-world operating conditions. Regarding supply chain management, we ensure the safety and reliability of critical hardware through rigorous supplier audits, Advanced Product Quality Planning (APQP) development control, and strict incoming inspection mechanisms. This system has proven highly effective, and there have been no recalls caused by power batteries in recent years.

Safety Services

We have developed a systematic emergency service framework covering products, the supply chain, and market operations. We ensure clear accountability and rapid incident resolution by establishing product emergency response plans, building supply chain resilience, and implementing a three-tier (Headquarters-Region-Store) response mechanism with 7×24 availability. In addition, we have set up the XPENG Security Response Center, which solicits and rewards vulnerability reports from users and security experts, thus integrating external expertise into our security protection system.

A robust safety system relies not only on efficient response and defense but also on user awareness and correct usage. We have extended our safety framework to vehicle owners by building a full-process intelligent driving safety system. Focusing on the “Intelligent Driving Points,” the system consists of “education, monitoring, and incentive.” From mandatory pre-use safety examinations and knowledge sharing via the “Intelligent Driving Class” to real-time monitoring, early warning, and learning guidance for behaviors such as hands-off driving or driver distraction, as well as positive incentives such as OTA (Over-the-Air) priority access, we systematically help users acquire an accurate understanding of intelligent driving capabilities and cultivate safe, proper operating habits. This approach consolidates the safety foundation of human-machine co-driving at the source.



2.1 Quality Products

XPENG remains steadfast in its commitment to quality and safety. Guided by the core principle of “Quality First, Safety Paramount,” we have implemented a robust quality management system. Through rigorous safety performance R&D and testing, we meticulously craft every product to safeguard the safety of every journey our users take.

2.1.1 Innovation and R&D

Driven by the mission of “becoming a smart technology company trusted and loved by users worldwide,” XPENG achieved a strategic upgrade and technological leap in 2025. We have upgraded our positioning to “a mobility explorer in the physical AI world and a global embodied intelligence company,” marking the expansion of our technological R&D roadmap from smart electric vehicles to embodied intelligence platforms.

Innovation System and Strategy

XPENG has developed a full-stack, self-developed physical AI system covering chips, large models, and intelligent hardware. Relying on unified technological capabilities, we are bridging the intelligent boundaries between diverse terminals, including AI-powered vehicles, Robotaxi, humanoid robots, and flying cars. Our innovation architecture is managed by a Technical Planning Working Group that oversees an end-to-end, closed-loop process. Guided by the Automotive Technical Center Forward-Looking Technology Planning Process V1.0, we drive technological planning through cross-departmental evaluation of technical value.

Our full-stack, self-developed technological layout and closed-loop management system provide a solid foundation for XPENG’s global expansion and continuously empowers our product adaptability and competitiveness in overseas markets. Under our R&D system, nine global R&D centers work together to advance technology localization and integrated innovation.



Achievements in Technology Innovation

Leveraging its industry-leading technological advantages, XPENG continuously advances technological innovation, accelerates the commercialization of technological achievements, and actively collaborates with industry partners and companies across the industry chain to jointly build a robust ecosystem for technology innovation.

Achievements in Innovation

In November 2025, XPENG hosted its AI Day with the theme of "Emergence." Focusing on the concept of "Physical AI," we unveiled four innovative achievements, namely the VLA 2.0 large model, the Robotaxi platform, the next-generation IRON humanoid robot, and the AeroHT flying car system. These milestones clarify our innovation roadmap and demonstrate our comprehensive strategic layout and vision for global ecosystem collaboration in the field of embodied intelligence.

AI Car

In 2025, XPENG established its VLA 2.0 large model as the core foundation for its intelligent mobility strategy. By leveraging AI to enhance our development efficiency and strategically deploying Robotaxi solutions, we are accelerating the transition of L4 autonomous driving from concept to reality.

1) The VLA 2.0 Large Model: The Foundation of Intelligence

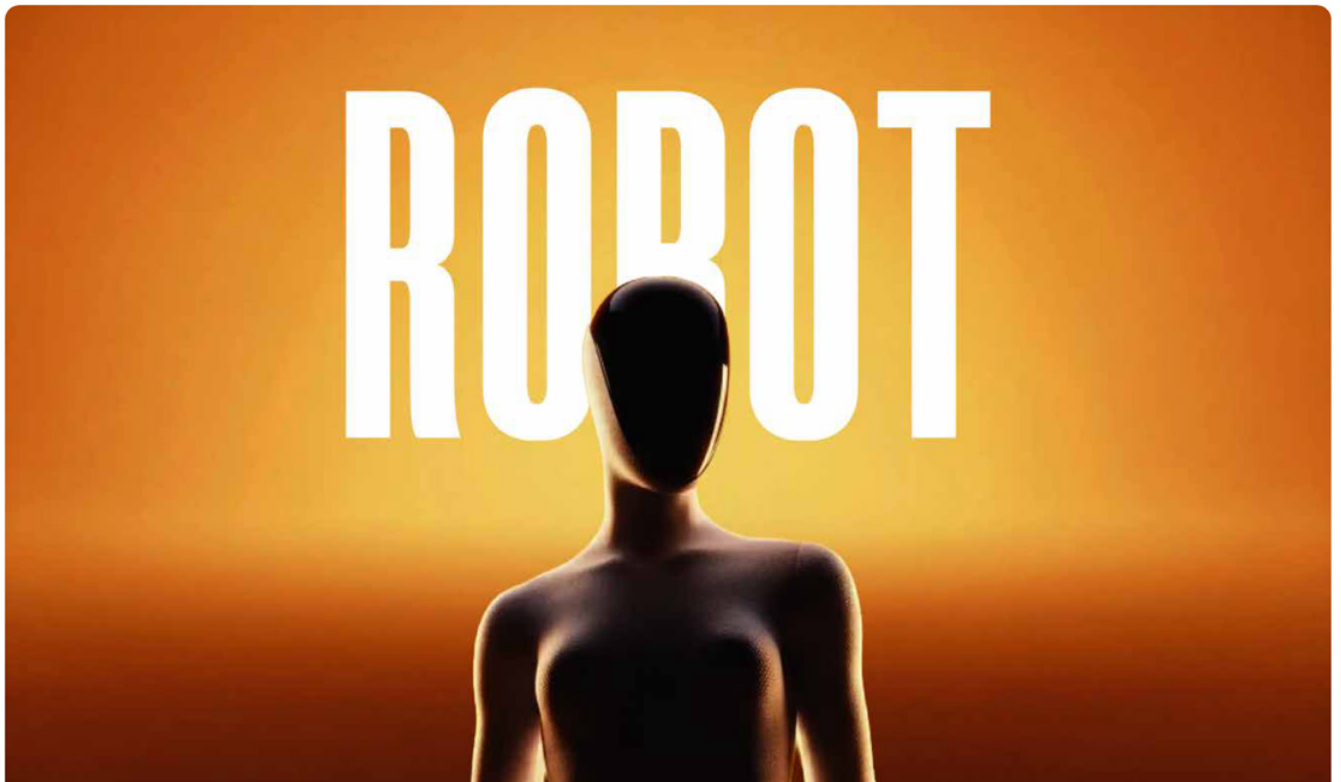
XPENG has anchored its AI capabilities in the development of the VLA 2.0 model, which serves as the "operating system for the physical AI world."

- **End-to-End Generation:** By eliminating the traditional phase of "language translation," the VLA 2.0 model achieves direct end-to-end output from visual signals to action commands for the first time, significantly enhancing decision-making efficiency and precision.
- **Massive-Scale Training:** The model is trained on nearly 100 million clips of real-world driving data, equivalent to 65,000 human-years of complex driving scenarios, providing it with exceptional scene generalization and problem-solving capabilities.
- **Emergent Intelligence:** In testing, the VLA 2.0 demonstrated new emergent capabilities, such as recognizing traffic police gestures and proactively responding to traffic light signals without prior training. Based on this model, the "Narrow Road NGP" function increased the average miles per intervention (MPI) on complex narrow roads by 13 times.

Humanoid Robot

IRON, XPENG's next-generation humanoid robot, serves as a primary carrier for our embodied intelligence initiatives, aiming for the ultimate anthropomorphism in both form and intelligence.

- "Inside out" Biomimetic Configuration: IRON features a human-like spine, biomimetic muscles, and a fully encapsulated flexible skin. With 82 degrees of freedom (DoF), it can execute complex human-like movements, such as a cat-like walk. Its hands utilize the industry's smallest harmonic joints, providing 22 degrees of freedom for 1:1 human-hand-level precision, enabling a natural and fluid gait.
- Proprietary Autonomous Core Engine: IRON is powered by a "High-Level Brain-Cerebellum" system, integrating the same VLA and VLM models used in XPENG's AI cars with a newly developed VLT (Vision-Language-Task) model. This enables IRON to perform deep thinking, environmental inference, and autonomous decision-making.
- Cutting-Edge Energy Technology & Clear Commercial Path: IRON is the industry's first robot that feature all-solid-state batteries, achieving extreme lightweight performance and safety. Commercially, IRON will initially be deployed in scenarios such as guided tours and shopping assistance, while partnering with Baosteel Group to explore complex industrial inspection applications.



Intellectual Property Protection

XPENG strictly adheres to the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China*, and other relevant laws and regulations. We continuously improve our intellectual property management system. We obtained the GB/T 29490-2013 Intellectual Property Management System Certification in 2021, passed the supervisory audit in 2023, and completed the transition to the new GB/T 29490-2023 certification in 2025. XPENG has also formulated internal policies such as the Rules and Policy for Intellectual Property Protection, the Measures for Management of Intellectual Property Work, and the Measures for Management of Patent Work to strengthen the protection of trademarks, patents, copyrights, and other forms of intellectual property.



The Company has established a comprehensive intellectual property governance framework. The Legal Department is responsible for overall intellectual property management and oversees a dedicated Intellectual Property Working Group responsible for patent, trademark, and copyright applications, infringement risk prevention, rights protection, and dispute response. The team also collaborates with departments such as R&D and branding to jointly advance intellectual property protection. Furthermore, we protect our trade secrets and intellectual assets by requiring all employees to sign the Confidentiality and Non-Competition Agreements and the Intellectual Property Ownership Agreements.

In 2025, XPENG

Obtained patents

516 items

Obtained trademarks

33 items

Obtained copyrights

59 items

Cumulatively obtained patents

3,761 items

In 2025, XPENG won the Gold Award at the Guangdong-Hong Kong-Macao Greater Bay Area High-Value Intellectual Property Portfolio Competition. The Company was also selected as a "National Intellectual Property Demonstration Enterprise" and included in the proposed recommendation list for the Intellectual Property Powerhouse Demonstration Program (2025-2027).



XPENG Awarded the Gold Prize at the Guangdong-Hong Kong-Macao Greater Bay Area High-Value Intellectual Property Portfolio Competition.

2.1.2 Product Series⁵



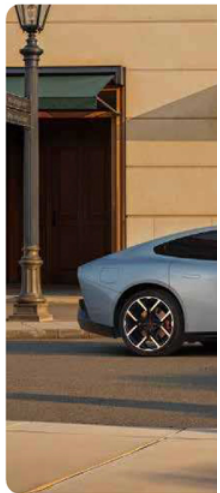
| XPENG P7+



| XPENG G7



| XPENG MONA M03



| XPENG P7

⁵ For more details, please refer to XPENG's official website at <https://www.xiaopeng.com/>

2.1.3 Product Quality

XPENG strictly complies with related regulations of the European Union and the Worldwide Harmonized Light Vehicles Test Procedure (WLTP). We have formulated an array of management systems such as the Process Quality Control Procedures and the Vehicle Inspection Control Procedures, to clarify quality control responsibilities and standardized processes at each stage. The Company continuously strengthens its product assurance mechanism and recall system, thereby steadily enhancing its product quality management.

Quality Management System

XPENG has established an organizational quality management system that covers the entire product lifecycle. This system integrates six departments, spanning R&D, manufacturing, after-sales, and system operations, into a systematic and complete closed-loop quality assurance mechanism. Meanwhile, the Company makes unremitting efforts to improve its quality management system. In 2025, a total of 286 quality system documents were newly added or revised, systematically ensuring the achievement of quality objectives and the enhancement of product safety.

ISO 9001 Quality Management System Certification



One additional company obtained the certification in 2025. As of the end of the reporting period, a total of **7** companies under XPENG have obtained the certification.

Quality Strategic Objectives

XPENG systematically formulates quality objectives in accordance with the Quality Objective Management Procedures. We have expanded the scope of quality performance application to departments, individuals, and project matrices. Fifteen primary quality indicators have been established under five major categories, including market, R&D, manufacturing, system/operations, and safety. Through strengthened process reviews, special control measures, and regular tracking, we have ensured the effective implementation of quality objectives.

Phase	Objective
Phase 1	Establish a self-sustainable closed-loop system
Phase 2	Make the self-sustainable closed-loop system fully operational
Phase 3	Achieve quality leadership and set an industry benchmark

To ensure the achievement of annual objectives, XPENG has established a year-round closed-loop management mechanism.

Quality Assurance Mechanism

XPENG has established an end-to-end closed-loop quality assurance mechanism, which fully promotes quality improvement around customer need across R&D, supply, manufacturing, operations, and market segments through a cycle of “campaigns for breakthroughs + continuous improvement”. Relying on organizational safeguards and capability building, we have strategically deployed six major quality campaigns targeting key areas such as project planning, testing processes, VAVE changes, component validation, supply chain capability, and overseas system development, with clearly defined objectives and improvement measures to ensure product quality and safety.



R&D

- Strictly comply with systems such as the Product Safety Design Management Procedures, covering the entire lifecycle of vehicles or products, and control deliverables, including functional safety and information security, within the vehicle gate deliverables list
- Focus on user perception by upgrading raw materials and processes to enhance visual quality and tactile experience
- Apply advanced manufacturing processes such as integrated die-casting to ensure structural safety and quality
- Formulate and continuously update the Company’s hazardous substance control list based on regulatory requirements and high-risk component lists,, forming a full-chain hazardous substance control system during project development and mass production
- Establish and strictly follow systems such as the Interior Color and Texture Industrialization Consistency Development Process to standardize deliverable management at each project stage. In 2025, the Company completed the formulation and release of new platform VES evaluation standards, systematically improving benchmarks for perceived design quality and physical product quality



Supply

- Formulate and implement specialized management documents such as the Chip Supplier Audit Guide and the Device PPAP Approval Requirements to continuously improve the supplier quality management system
- Require Tier 1 suppliers holding IATF 16949 or ISO 9001 quality management system certification and achieving full coverage of environmental, safety, and information security management system certifications
- Identify supplier weaknesses through annual audits and conduct targeted quality training and in-depth exchanges with key suppliers, empowering the entire process from development and production to operations.
- Update the supplier sustainable development management questionnaire by adding code-of-conduct audits and key raw material control requirements at the admission stage to strengthen sustainable compliance management
- Proactively identify and address production fluctuation risks, and optimize the transformation of inspection personnel functions and on-site resource allocation to accelerate IQC personnel transformation, relieve SQE on-site pressure, and improve supply chain quality risk control efficiency

Overseas Quality Management System

To support the Company's internationalization strategy and ensure product quality in overseas markets, XPENG has established a comprehensive quality control system for overseas factories, covering the entire domestic and international manufacturing chain. This system ensures that every link—from domestic supply chains and manufacturing plants to overseas factories—is under effective monitoring and continuous improvement, achieving stable and consistent global product quality. We focus on four key areas: domestic quality control, overseas quality control, quality system planning, and early-stage quality processes, aiming to build a prevention-oriented, rapid-response management closed loop. In 2025, we continue to improve process documentation for overseas manufacturing operations, updating documents such as the Overseas Factory Production Equipment Management Procedure and the Manufacturing Process Inspection Management Measures, to ensure standardized global quality operations. Currently, the Magna factory in Europe has achieved ISO 9001 and IATF 16949 certifications, while other overseas factories are being brought under XPENG's own quality management system for rigorous control.

We embed quality management throughout the entire lifecycle of our products, from project launch to mass production and delivery, through a series of concrete measures.

Overseas Product Lifecycle Quality Management

Pre-Production Strict Review and Investment

During the launch phase of new projects, we organize specialized full-process quality reviews covering domestic and overseas manufacturing and logistics/packaging, proactively identifying and closing risks in areas such as processes, incoming materials, and manufacturing. To meet high-quality standards, we carry out targeted technical upgrades and investments at overseas factories—for example, introducing Advanced Driver Assistance Systems (ADAS) specialized testing lines—to ensure the reliable delivery of full-vehicle software functionality and performance.

Digital Control and Coordination During Production

In the production stage, we leverage digital tools such as the Critical Torque Assurance System (CTAS) to lock in process parameters, and manage work instructions through information systems, ensuring standardized and visualized on-site operations. When quality issues arise, we use a “domestic-overseas deployment mechanism” along with online collaboration tools to achieve real-time synchronization, rapid response, and closed-loop tracking of problems.

Supply Chain and Personnel Capability Development

On the supply chain side, we have initiated local overseas supplier onboarding audits, assessing their quality assurance capabilities across 12 dimensions. For personnel development, we implement training programs for overseas key staff in domestic practical training centers, and organize multiple specialized training sessions on quality control and standard execution, reinforcing team quality capabilities through “theory + hands-on” assessments.

Through the above effective operation of these systems and measures, our overseas factories achieved multiple core quality objectives in 2025.

Dealer Management

XPENG has established systematic quality management systems and measures for dealers, continuously strengthening quality control capabilities across operational channels. The Company has formulated internal systems such as the XPENG Channel Operation Management Regulations, clearly requiring dealers strictly managing vehicle quality to ensure vehicle safety and integrity of vehicles with corresponding certificates, toolkits, and quality control of vehicles.



<p>After the vehicles for delivery arrive at the store, dedicated personnel will be responsible for conducting spot checking and inspection on a case-by-case basis, including appearance, interior decoration, function performance, chassis and vehicle registration certificate, and recording any relevant information in the system.</p>	<p>A respective category is determined by the cause of the quality loss, where the identified issue is systematically recorded by dedicated personnel and handled according to the corresponding processes.</p>	<p>Designated personnel shall check the vehicle status according to the prepared delivery list to ensure that vehicle delivery standards are met.</p>
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The Company has established risk store management standards, determining risk levels based on a comprehensive evaluation of compliance and operational risk indicators. The higher risk level serves as the final store rating for public disclosure, forming the basis for targeted risk improvement and response measures.

<p>Risk Rating Management Standards</p>	<p>For stores classified as Level 1 risk, the headquarters will issue network-wide notification. Investors must submit a rectification report to both the regional office and the headquarters, within a 30-day deadline, and their eligibility for reward evaluations will be revoked. The headquarters reserves the right to demand a suspension of operations for rectification. For stores classified as Level 2 risk, the headquarters will issue network-wide notification, and investors must submit rectification report to the regional office within a 30-day deadline. The headquarters reserves the right to suspend certain after-sales services, policies, and benefit support based on the warning situation.</p>
<p>Risk Response Measures</p>	<p>After the risk level of a store is determined, the regional office is responsible for supervising the store's rectification, initiating discussions with the investor, generating a rectification report, and completing the final acceptance. The service channel management team is responsible for reviewing and lifting the warning. If the investor fails to attend scheduled meetings, refuses to rectify, or the rectification results do not meet standards within 30 days, the store will be directly escalated to receive a Level 1 warning.</p>

By the end of 2025, the Company had issued a total of 242 warnings based on the channel warning and withdrawal management measures, effectively managing channel risks.

Product Recall System

XPENG has established a four-level recall management organizational framework of “decision-making - management - execution - support,” forming an efficient cross-departmental coordination system to ensure standardized and orderly processes from defect identification to recall implementation and effectiveness verification. The Company strictly complies with the *Regulation on the Administration of Recall of Defective Automobile Products* and the *Measures for Implementation of Regulation on the Administration of Recall of Defective Automobile Products*, and has formulated internal systems such as the *Administrative Measures for Recall of Defective Automobile Products*, adhering to the principle of “zero tolerance for defects” and deeply integrating compliance concepts throughout the recall management process.

In 2025, certain vehicles of the XPENG P7+ model were found to have poor contact in the steering assist motor sensor wiring harness, which could cause signal fluctuations of the steering sensor, illuminate the steering fault warning light, and result in steering assist failure, posing a potential safety hazard. The Company filed a recall plan with the State Administration for Market Regulation and proactively initiated a recall involving 47,490 vehicles. For recalled vehicles, the Company replaced the improved steering gear assembly free of charge to eliminate the safety hazard.

Before Recall

Adhering to the principle of “zero tolerance for defects,” we strictly comply with regulations, proactively coordinate with regulators, and establish a four-level internal linkage mechanism of “decision-making - management - execution - support” to ensure standardized and efficient processes from defect identification to recall decision-making

During Recall

Under the guidance of regulatory authorities, we conduct multiple rounds of technical verification with on-site staff to ensure parts supply, and utilize various channels such as APP notifications and AI customer service to encourage customers to return to stores for repair. Besides, we actively communicate with clients and provide necessary explanations, managing public opinion and customer complaint risks through transparent information disclosure

After Recall

We achieve the recall implementation rate target filed with the government on schedule and plan to submit a recall summary report for effectiveness evaluation. For vehicles that have not yet returned to the stores, we continue to invite customers to complete the recall to ensure that potential hazards are fully eliminated and a closed-loop management process is formed

2.1.4 Product Safety

XPENG consistently adheres to the product safety management philosophy of “valuing safety and innovation, upholding compliance and responsibility,” and integrates the safety concept throughout the entire lifecycle of product design, manufacturing, operation, and service.

We have established a well-structured safety management system. The Safety Steering Committee led by the President serves as the overall decision-making body. The Safety Management is responsible for process coordination and execution. Various business centers and functional departments act as the main responsible entities for implementation. We have issued the New Energy Vehicle Enterprise Safety System Management Manual V2.0 as a guiding document, which covers safety management mechanisms, product quality, operational monitoring, after-sales service, incident response, and cybersecurity. To ensure the effective operation of the system, we have formulated a series of internal management systems, including the Product Safety Design Procedure, the Power Battery Safety Design Specifications, the Management Measures for Investigation of Potential Safety Hazards in New Energy, and the Electric Vehicle Major Accident Emergency Plan.



In addition, the Company has established a systematic evaluation and management mechanism. By releasing the New Energy Vehicle Enterprise Safety Management System Evaluation Procedure V1.0 and the New Energy Vehicle Enterprise Safety Management System Evaluation Rules V1.0, we organize all departments to conduct self-assessments and company-level audits. We also compile and submit self-assessment reports on system development. Through these measures, we continuously advance improvements in product safety management, comprehensively implement safety responsibilities, and safeguard the Company's stable operations and high-quality development.

In our performance testing process, we have established a comprehensive:

<p>Performance Testing</p>	<ul style="list-style-type: none"> • OTA Testing: We ensure the safety and stability of remote software updates. After completing all scheduled tests, we execute rigorous regression testing, phased rollouts, and risk assessments. Only after stability is confirmed, we will roll out vehicles with reliable and continuous upgrades • Extreme Environment Testing: We conduct tests in locations such as Turpan, Mohe, and Hainan to verify the reliability of the powertrain (battery, motor and electrical control), chassis, and vehicle body systems under the conditions of extreme cold, heat and humidity. By addressing specific issues such as low-temperature charging optimization, we enhance all-weather adaptability • Hazardous Substance Emission Testing: In line with internal standards that are stricter than national requirements, we test in-cabin VOCs and other substances under multiple simulated conditions. By combining objective testing with subjective evaluations by expert panels (nicknamed "Golden Noses"), we implement three-level control from materials to complete vehicles to ensure the healthy air quality in the cabin
<p>Risk Monitoring</p>	<ul style="list-style-type: none"> • In accordance with the <i>Technical Specifications of Remote Service and Management System for Electric Vehicles (GB/T 32960-2016)</i>, we have established a vehicle enterprise monitoring platform (National Standard 32960 Platform) to monitor in real time key information on the vehicle, traction battery, drive motor and vehicle faults
<p>Risk Assessment</p>	<ul style="list-style-type: none"> • We have built a systematic evaluation framework covering three dimensions, namely plant evaluation business, market customers, and internal management, as well as nine business domains including 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 is retained for subsequent analysis

Safety Performance Testing

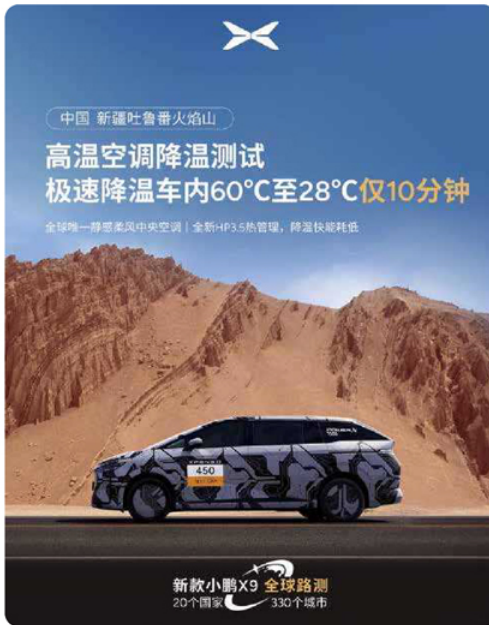
In our safety performance testing process, we have established a comprehensive test and evaluation



Software Testing

- **OTA Test:** We ensure the safety and stability of remote software updates. After completing all scheduled tests, we execute rigorous regression testing, phased rollouts, and risk assessments. Only after stability is confirmed, we will roll out vehicles with reliable and continuous upgrades.

- **Extreme Environment Testing:** Mohe, and Hainan to verify the electrical control), chassis, and extreme cold, heat and humidity. temperature charging optimization,



Performance of XPE

Hazardous Substance Control

XPENG has established a comprehensive hazardous substance control system spanning the entire product lifecycle. We also safeguard the vehicles and full-process measures that are stricter than national standards. We have issued and strictly followed systems such as the Compliance Substances and Recycling to set hazardous substance control targets. Our restriction requirements for hazardous substances must meet and exceed requirements for Prohibited and Restricted Substances in Automotive Products. In addition, we have developed and strictly implemented our own internally-published high-risk component register for hazardous substances and historical component sampling data.

We address hazardous substance control at the material source level, while extensively adopting environmentally friendly materials and processes such as water-based adhesives. We have also set up a dedicated "Golden Nose" evaluation team working in conjunction with CNAS-accredited laboratories for VOC testing for materials, components and complete vehicles.

In terms of supply chain management, we ensure that suppliers strictly follow the control list and standard documents by clearly specifying requirements in reports and commitment letters, and conducting sampling inspections. This approach maintains supply chain consistency and controls harmful substances.

For emerging substances of concern such as PFAS (Per- and Polyfluoroalkyl Substances), we proactively conduct screening and investigation. For substances whose regulatory scope has not yet been fully defined, we are closely monitoring industry developments and regulatory updates.

XPENG P7

- C-AHI 5-Star Rating (Fresh Air, Health Protection, and Green Travel)

XPENG P7+

- C-GCAP 5-Star Rating (Health, Energy Efficiency)

2.2 Thoughtful Services

XPENG upholds the brand mission of "becoming a smart technology company trusted and loved by users worldwide." We are committed to creating a more convenient and pleasant mobility experience for our customers through high-quality services and refined products. We have fully integrated customer-oriented core indicators into our performance management system. Through these mechanisms, we advance service improvements and ensure that all employees adhere to our customer-centric service principle.

2.2.1 Customer Rights and Interest Protection

XPENG has built a comprehensive customer rights and interest protection system. Through the deep integration of diversified communication channels, standardized complaint management mechanisms, and responsible marketing strategies, we systematically improve customer satisfaction and consumption experience.

Customer Communication Channels

XPENG is dedicated to listening to our customers. By establishing various means such as the 400 customer service hotline, the online and outcome of their enquiries, ensuring that all their concerns are

Customer Complaint Resolution

XPENG strictly complies with the *Law of the People's Republic of* optimize the customer complaint management system through handling personnel through internal and external training, case review customer satisfaction and the one-time resolution rate have further

01 System Guarantee

XPENG has issued and s Handling Management N Steward to expand front evaluation, further conso

02 Process Guarantee

XPENG has developed a WeCom and other comm generates work orders an case closure requirement effective manner.

03 Technology Guarantee

XPENG deeply integrate proactively identify pote which ensures that after enabling rapid repair upo

Responsible Marketing

XPENG adheres to the principle of responsible marketing and st Regulations on Employee Code of Conduct and the XPENG Chan penalty provisions clearly defined. We continuously optimize our product promotional content, thereby effectively safeguarding c

Marketing Standardization and Compliance Management

In the customer engagement phase, we ensure marketing compliance through standardized contracts and digital tools.

01 Customer

We set content risk reminders during the order placement process in the car-purchasing APP. When securing a order, we clearly display the Vehicle Purchase Agreement, which covers key terms such as deposit refund rule delivery cycles, and payment deadlines, to ensure transparent transaction conditions.

02 Dealer

We strictly enforce the Order Conflict Judgment Rules and the Dealer Market Compliance Management Standards. Through mechanisms such as secret inspections, second-network traceability, and violation reporting channels, we eliminate irregular pricing practices in the market and maintain consistent pricing and quality between authorized stores and direct-operated stores.

Supervision and Performance Assessment and Reward & Punishment Mechanisms

In the store and personnel phase, we ensure marketing fairness through systematic supervision and strict reward & punishment systems.

01 Supervision and Inspection Mechanism

Through mid-platform sampling inspections and regional general inspections, and in accordance with public released audit rules, we conduct audits of Level-1 core indicators and Level-2 basic indicators. We penalize non-compliant stores and set deadlines for rectification. Through unannounced in-store mystery inspection we audit the entire sales process. We integrate multi-dimensional customer touchpoints including used car digital marketing, financial insurance, and policy rebates for inspection. Depending on the severity, we impose penalties, issue risk warnings, and conduct dealership termination reviews.

02 Performance Assessment and Reward & Punishment Mechanism

We include compliance marketing as a key dimension in sales commission assessments and seriously deal with violations. In accordance with relevant regulations such as the Rules and Regulations on Employee Code of Conducts, we impose disciplinary actions on individuals responsible for disrupting market order. Additionally, management personnel are also held accountable based on a comprehensive assessment of the frequency and severity of market order violations occurring within their managed stores in 2025.

Sustainable Consumption Guidance

In the marketing phase, we integrate environmental protection principles into brand practices.

01 Green Product Promotion

We have launched biodegradable products and healthy lifestyle items on our official online store. During the sales process, we prioritize recommending the most suitable vehicle models based on customer needs and encourage users to redeem benefits using their accumulated points.

02 Low-Carbon Design

We have adopted durable commemorative items for our delivery ceremonies, such as custom dolls, to replace disposable gifts, thereby reducing resource waste.

03 Cross-Industry Advocacy

We actively collaborate with brands worldwide that embrace sustainability, jointly promoting sustainable lifestyles.

Shanghai IKEA x XPENG X9 Makes Mobility More "IKEA-Like"

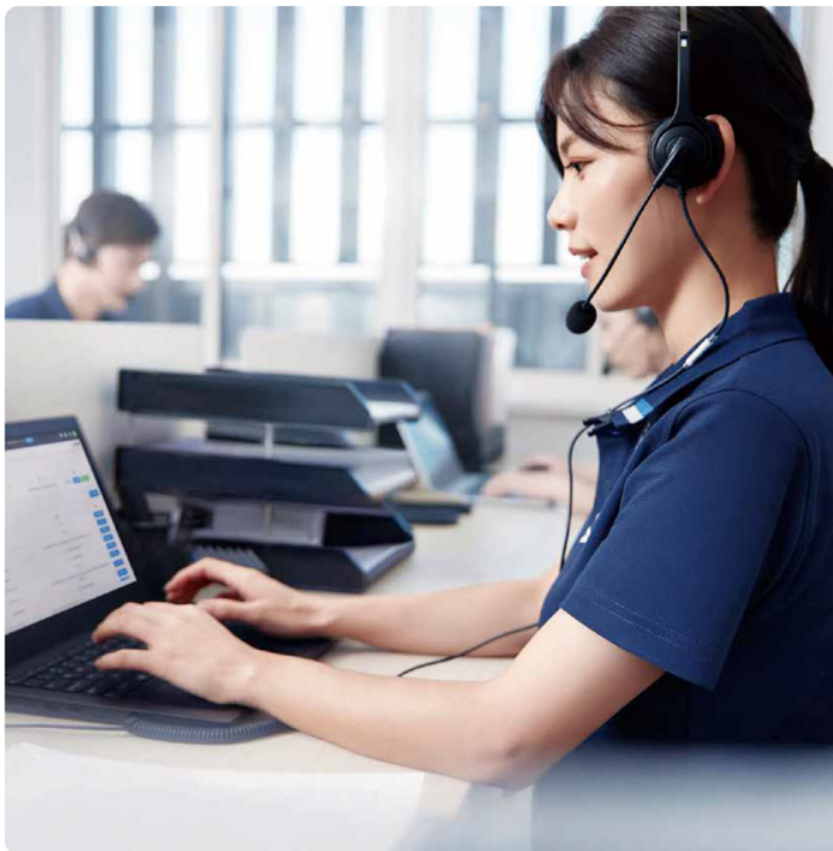
We collaborated with the global home furnishing brand IKEA to deeply integrate XPENG X9's product capabilities with IKEA's home living aesthetics. Immersive vehicle showcase spaces were created in multiple IKEA stores in Shanghai, offering consumers a "home-to-mobility" premium lifestyle experience. Meanwhile, in collaboration with the XPENG Foundation, we introduced the "Low-Carbon Traveler" science education board game, "Little P," into IKEA stores, aiming to enrich family engagement and promote sustainable low-carbon mobility.



XPENG-IKEA Joint Campaign

2.2.2 Providing Quality Services

XPENG adheres to the service philosophy that "XPENG's customers' wellness is the priority." Guided by the service principle of "Sincerity, Efficiency, and Integrity," we tailor service systems for our customers to create a unique smart service experience. To further enhance our reputation for user service, we launched nationwide car owner care campaigns during major holidays in 2025. These initiatives provided travel care and safety protection for over 500,000 customers.



Improving Customer Service

Organizational Restructuring

In 2025, the Customer Service Center user experience, operational quality established, covering areas such as after-sales service regions were set up implementation and continuously enhanced.

Online Service Team

Relying on the XPENG App and WeChat online "XPENG Steward" service team online and offline services. Support remote diagnostic tools, the team can customer issues. In 2025, we achieve Company introduced a one-click feature enabling direct online access to expert professional technical support.

In-Vehicle Intelligent Technical

Leveraging our intelligent vehicle technical support for technical issues. Through one-click remote appointment function and rapid repair of vehicle problems. In maintenance via remote authorization experience.

After-Sales Services

Return and Replacement Policy



XPENG strictly complies with national regulations such as the *Provisions on the Responsibility for Repair, Replacement and Return of Household Automobile Products*. We have fully integrated the After-Sales Service Management Procedures into the after-sales section of the XPENG Channel Operation Management Regulations. This covers full-chain specifications including service store operation processes, spare parts business, technical management, personnel training, and safety management, with the content updated on a semi-annual basis. Through a clearly defined customer commitment and fulfillment mechanism, we ensure that every complaint and claims request will be treated with standardized response timeframes, investigation procedures and progress supervision. Dedicated personnel at our After-Sales Service Center are responsible for efficiently completing claims assessments and execution (including replacement, return and repair) in full compliance with relevant regulations.

Customer Service and Care

We continuously design and deliver customer care on high-frequency customer inquiry periods of extreme weather, dedicated with safety assurance services. In winter driving, tire pressure management, and in the period of roadside assistance, we proactively provide significantly enhancing customer experience.

Service Convenience Upgrade



XPENG has further enhanced customer convenience by optimizing vehicle service policies. If a vehicle is out of service for more than 24 hours due to quality-related repairs, we provide a courtesy vehicle, which exceeds the five-day requirement stipulated under China's Three Guarantees policy. This measure reduces owners' time costs and reinforces a more customer-centric service design.

Operational Risk and Control

In accordance with the service store Channel Operation Management Regulations, we adopt an approach to determining store risk level based on key indicators, with risk information disclosure centered on customer satisfaction, non-compliant behavior and customer service improvement and compliant operation.

2.2.3 Shaping the XPENG Owner Culture

XPENG places great importance on building strong connections with customers. Through various platforms and initiatives, we create diverse activities and communication spaces to enrich the driving experience. By engaging in deep interaction and value sharing with our owners, we embody our commitment to co-creation and shared value.

APP-Based Online Community and Interaction

In 2025, XPENG launched the "Online XPENG Club" within its official APP as an open online community for all car owners. The platform integrates event information, registration functions, and benefit updates, allowing owners to access national and regional event details and benefits in one-stop manner. The community maintains a stable monthly visitation volume of 200,000 to 300,000 users, effectively promoting interaction among owners and strengthening brand identity.

In-Depth Brand Experience Activities

In 2025, XPENG hosted nine sessions of the "XPENG Plant Open Day" at its Guangzhou headquarters, Guangzhou Plant, and Zhaoqing Plant, inviting approximately 35 car owners per session. These events, including factory tours, DIY workshops, board games, and themed park activities, are designed to deepen owners' understanding of our technology and culture while strengthening emotional bonds and a sense of belonging. User satisfaction for these events reached 100%.

▶ XPENG Plant Open Day Activities

Leveraging the intelligent environment of its manufacturing plants and its strong technology brand identity, XPENG has designed a series of immersive and interactive industrial tourism experiences. By opening factory workshops, setting up themed workshops, and organizing parent-child co-creation activities, we effectively engage families interested in technology education as well as loyal brand users. These activities strengthen their direct perception and emotional identification with XPENG, transform our intelligent manufacturing capabilities into brand appeal, and enhance user trust in product quality.



2.2.4 Improving Customer Satisfaction

XPENG places a high priority on customer satisfaction and strictly complies with the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*. We have established a comprehensive customer satisfaction measurement system to ensure the effective implementation of customer satisfaction evaluations.

We have built a systematic customer satisfaction survey mechanism covering the entire process from goal setting to the application of results. Before launching each new survey, we review and analyze the results of the previous phase and set objectives accordingly. There are three core dimensions of the survey, namely service reception, service quality, and service efficiency. By utilizing multi-dimensional indicators and a comprehensive questionnaire distribution, we systematically collect customer feedback to drive ongoing optimization of the service experience.

Indicator	2022	2023	2024	2025	2025 Target
Percentage of satisfied respondents	96%	96%	96.3%	97.36%	96.5%
Percentage of respondents to our survey	33%	35%	37%	31.5%	/

We utilize the User Service Center's Net Promoter Score (NPS) for after-sales satisfaction as a core metric for overall evaluation. In 2025, we set a target of 85%, achieving a cumulative actual rate of 87.2%, which exceeded our expectations. On this basis, the Company conducts monthly dedicated NPS surveys covering key service touchpoints such as test drive, new vehicle delivery, after-sales service, and charging experience. We also systematically provide feedback on the survey results to all relevant business departments. We also use these insights as a vital basis for formulating targeted improvement plans, driving user follow-ups, and implementing closed-loop management. Through these efforts, we promote ongoing improvement in customer experience.

In the field of charging services, XPENG maintains industry-leading NPS satisfaction levels, with monthly survey results showing user satisfaction consistently stable above 82%. Based on user feedback, the Company continuously optimizes service processes. In June 2025, we pioneered the industry-first "Smart Convenient Arrival" function. This function enables efficient coordination among the charging pile, vehicle connectivity, and intelligent driving systems, delivering an integrated, seamless experience upon vehicle arrival, including automatic recognition, smart pile recommendation, automatic lowering of ground locks, and opening of the charging port cover. The function has been deployed into most models, significantly enhancing the convenience and technological experience of the charging process and further improving customer satisfaction.

2.3 Employee Responsibility

Employees are fundamental driving forces for corporate development. XPENG upholds corporate values of “simplicity and efficiency, integrity and respect, technology for all, customer-centricity, and shared vision.” The Company is committed to fully safeguarding rights and interests of employees, continuously fostering their professional growth, and actively promoting their well-being in an all-round manner. Together with all employees, we strive to build value and create a shared future.

2.3.1 Employee Rights Assessment

XPENG strictly abides by the Labor Law of the People’s Republic of China, the Labor Contract Law of the People’s Republic of China, the Prohibition of Child Labor Regulations, and international standards such as Social Accountability 8000 (SA8000), the Global Sullivan Principles, and the UN Guiding Principles on Business and Human Rights. The Company has developed internal protocols, including the Recruitment Management Regulations, the Salary Management System, the XPENG Anti-Harassment System. The Company also revised the Rules and Regulations on “Employee Code of Conduct,” clarifying reporting channels for all kinds of compliance malpractices. We conduct labor rights due diligence processes to build an employee protection system and safeguard fundamental employee rights.

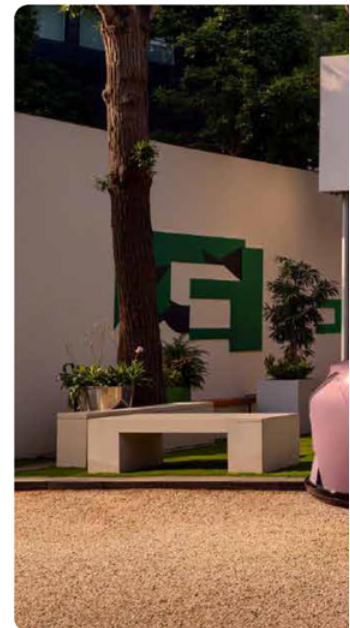
We are committed to establishing a system that safeguards employee rights, and continuously monitoring industry trends and evolving employee needs. We will establish an employee union in alignment with our strategic development.

Labor Rights Due Diligence



Risk Identification

We thoroughly and systematically assess potential labor rights risks including ensuring legal and compliant employment, timely and full payment of wages, reasonable working hours, and safeguarding workplace safety.



Equal Employment

During recruitment, onboarding, development and incentives, We prohibit discrimination of any form, including but not limited to gender, age, race, nationality, religion, or other factors. We provide equal and equitable development opportunities for all employees and candidates.

We committed to building a diverse and inclusive workplace marked by mutual respect. The Company provides systematic anti-discrimination and anti-harassment training to strengthen workplace civility and reinforce professional conduct standards. The Company has established a robust grievance and investigation mechanism for workplace discrimination, harassment, and other misconduct, allowing all employees to file complaints. If a complaint is verified, the Company will diligently take disciplinary action.

In 2025, we set a human resources target of absorbing 8,000 new employees. Every November, we initiate the annual human resources planning process for the following year based on business plans and budget requirements. We use various methods, such as labor efficiency analysis and business process analysis, to develop the human resources plan in a scientific manner. We make ongoing efforts to enrich our talent pool, conduct in-depth human resources analysis, and accurately align with the talent needs of various business lines. For employees whose skills do not fully match their current roles, the Company provides internal job rotation and transfer opportunities. In 2025, we recorded a 3.47% of internal rotations. With endeavors to achieve optimal alignment between employee skills and positions, we strive to achieve common development of the Company and employees.

On-campus Publicity

In September 2025, XPENG laur the university, attended the ever through presentations, interacti

The event attracted over 650 s employer that values technolog



Indicator	Unit	2023	2024	2025
Number of employees	Person	13,550	15,364	19,884
Number of part-time employees and interns	Person	817	2,751	3,668
Number of employees with disabilities	Person	185	102	133
Proportion of employees by gender				
Male employees	%	80.4	81.4	81.0
Female employees	%	18.1	17.1	17.2
Undisclosed	%	1.5	1.5	1.8
Proportion of employees by employment category				
Senior management	%	0.1	0.1	0.1
Middle management	%	9.48	9.96	9.90
Ordinary employees	%	90.38	89.94	90.00
Proportion of employees by age				
29 years old and below	%	39.9	35.9	36.4
30-49 years old	%	58.0	61.8	61.5
50 years old and above	%	0.2	0.2	0.2
Undisclosed	%	1.9	2.1	1.9
Proportion of employees by region				
Chinese mainland	%	97.9	97.8	97.7
Hong Kong, Macao and Taiwan	%	0.2	0.2	0.2
Other regions	%	1.9	2.0	2.1

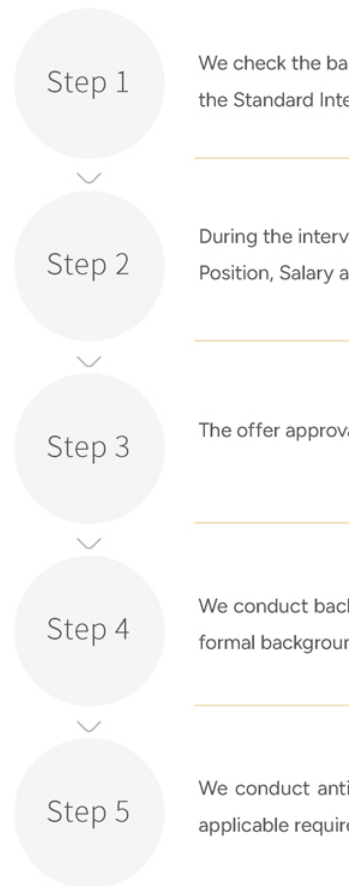
Labor Compliance

We pledge to respect and deeply understand the unique cultures, customs, and languages of different countries and regions in its global operations. The Company is committed to integrating harmoniously with local societies during its business expansion, promoting the shared advancements of business development and social values.

We firmly oppose and prohibit:

- child labor or forced labor involving any business unit or partner. We uphold standardized employment practices and sign employment contracts with all regular employees, as well as corresponding service agreements with interns, temporary workers, and other non-regular employees in accordance with the law
- all forms of forced labor and human trafficking, and guarantee that all employees work on a voluntary basis
- the use of violence, such as corporal punishments, threats, or assaults, in the management of work

HR Review



We have established a standardized system, set clear limits, and systematically track and manage the process in line with national laws and regulations to ensure compliance.

As of the end of the reporting period



Received no environmental, labor, or harassment complaints.

Employee Benefits

We have established a comprehensive, diverse, and industry-competitive remuneration and benefits system that covers 100% of our employees. The remuneration package includes basic salary, annual promotions, salary adjustments, year-end bonuses and equity incentives, creating a model that combines short-term and long-term incentives. The Company adheres to the principles of fairness and transparency in remuneration distribution, achieving pay equity for male and female employees, which reflects our ongoing commitments to promoting workplace equality and inclusion. For interns and dispatched employees, we have also designed and implemented competitive remuneration packages to ensure they receive equal recognition of their value alongside regular employees.

In addition to remuneration, we have prepared a comprehensive employee care system centered on the "Six Goods", namely good food, good health, good learning, good family life, good benefits, and a good workplace. Through holistic value-based incentives and humanistic care, we enhance employees' sense of belonging and satisfaction, thereby fostering the collaborative growth of both the organization and its members.

Non-salary	
Basic Benefits	<ul style="list-style-type: none"> • Paid annual leave • Paid parental leave • Paid family care leave • Annual medical check-up
Employee Benefits	<ul style="list-style-type: none"> • Flexible work schedule • 90% of workstation equipped with ergonomic chairs • Employees may submit special requests for special leave
Meal Benefits	<ul style="list-style-type: none"> • Two meals a day for full-time employees • One meal a day for part-time employees
Benefits for Women	<ul style="list-style-type: none"> • Maternity and child care leave • Maternity rooms
Diversity Facilities	<ul style="list-style-type: none"> • Prayer rooms • Dining halls • Outdoor parks

"Good Benefits" to Upgrade Employee Experience

In 2025, XPENG upgraded the "Ten Years of Zeal, Fourfold Care to Appeal" Program to "Sixfold Care to Appeal," expanding the coverage scope of benefits and strengthening the long-term care for different groups of employees.

Talent Development

We support employees' self-improvement, offering scholarships of CNY 3,000 for master's degrees and CNY10,000 for doctoral degrees.

Family Benefits

We have introduced the "XPENG New Generation Plan," providing CNY 10,000 for families with a new-born second child or twins and CNY 30,000 for families with new-born third and above child.

Retirement Stock Benefits

We offer one-time commemorative stock and other retirement benefits for employees who retire after 5 or 10 years of continuous service.

"Sixfold Care to Appeal" Benefits

Disability Care

We continuously supports employment for disabled employees, creating a barrier-free work environment and providing up to CNY 5,000 per person annually in disability care funds.

Veteran Care

A "Veterans Care Fund" has been established, with a standard of up to CNY 3,000 per person per year, provided to veterans among XPENG's domestic full-time employees. To ensure equal care for employees in need, those holding poverty alleviation certificates or unemployment registration certificates are also eligible to apply for this fund under the same policy.

Benefits for Former Employees

We have introduced a "Vehicle Purchase Discount for Former Employees" to recognize their contributions during their tenure and extend continued care to eligible former employees.

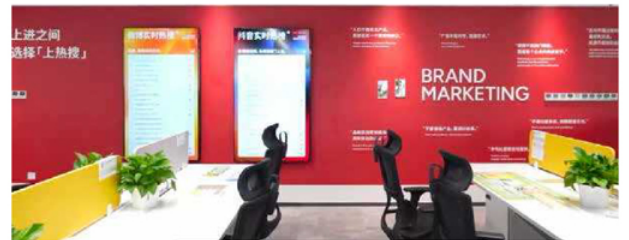
XPENG has deeply integrated the principles of diversity and inclusion into the design of its new campus, systematically creating an accessible work environment. We have built infrastructure that includes accessible pathways and restrooms to ensure that employees and visitors with physical disabilities can use all campus facilities smoothly and independently. At the same time, we have upgraded our overseas offices to create work spaces that are inclusive, convenient, and welcoming for every employee and visitor.

Diverse and Inclusive Workplace Environment

In 2025, XPENG, guided by the core concept of "Diversity and Inclusion," continued to promote the coordinated upgrade of its global office spaces. The Company's new global headquarters was officially put into use, creating a modern workspace that supports diverse working styles. Based on in-depth research into the needs of overseas employees, systematic upgrades were also carried out in offices across multiple countries and cities, including the United States, Germany, and Dubai, UAE. In addition, a "pet-friendly office" policy was innovatively introduced, with the United States as a pilot. Through coordinated upgrades at home and abroad, we aim to build a more inclusive, functional, and warm international workplace ecosystem.



Offices in France



XPENG's New Global Headquarters

Democratic Management

We are committed to listening to our employees and, establishing diverse and smooth online and offline communication and feedback channels to promote meaningful communication and interaction with employees. In 2025, the employee experience platform provided all employees with anonymous feedback and opinion collection, creating an efficient problem response and resolution process. Based on the platform's feedback, targeted improvements were made, transforming employee voice into actionable management enhancements. Additionally, we held regular all-employee meetings and encouraged employees to actively share their suggestions through online and offline channels, thus continuously fostering mutual growth between the Company and employees.

XPENG integrates the Employee Net biannual employee experience survey as a key driver, the model operates across six dimensions: "Mission and Goals, Organization and Framework, Tools and Systems, Processes and Systems, Culture and Values, and Development." For example, under the "Mission and Goals" dimension, internal and external work experience and overall work experience and personal development participation rate target was set at 85%, and the overall experience index reached 85 points, exceeding the target of 2025.

Employee Communication and Feedback Channels

Offline Channels

- 1-to-1 communication platform: 30' Listening
- Annual Employee Meetings
- "Open Forum at XPENG"

Online Channels

- Letters to all staff
- "XPENG people" WeChat official account
- "XPENG's Words" Feishu subscription account
- "XPENG Employee Experience" Feishu subscription account
- Employee experience platform



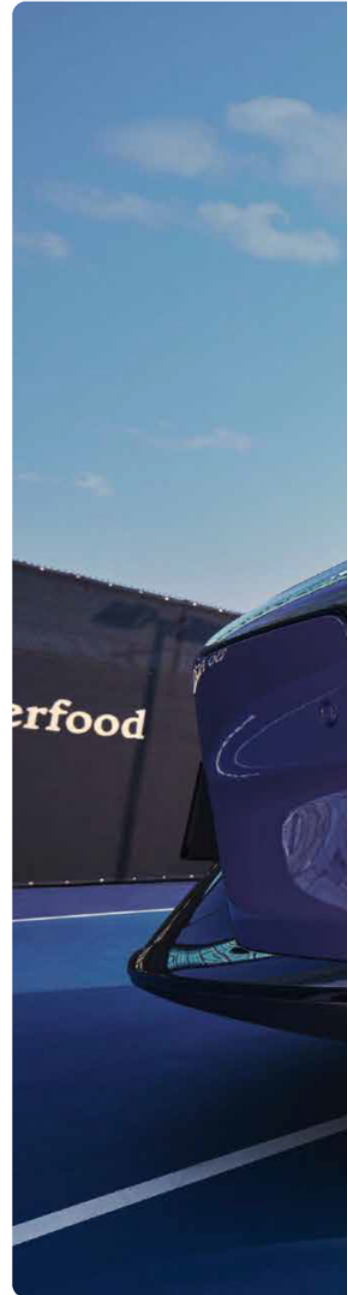
Employee Privacy Protection

We have developed the Information Security and Data Compliance Management Charter, clarifying that the Company's legal representative is the person responsible for data security. We have incorporated core data, including employee remuneration, social security information, human resources records, and personal files, into our highest-level data management system. Access to such data is subject to a rigorous internal approval process. To ensure information security, all core employee data must not be stored, processed, or transmitted in network environments, information systems, or terminal devices without effective security safeguards. It is strictly prohibited to send such data via instant messaging tools such as WeChat. It is also prohibited to take photos, upload to social platforms, or disclose to unrelated personnel.

Before collecting employees' personal information in necessary situations, such as when signing employment contracts, the Company will provide employees with the XPENG Personal Privacy Policy, which clearly outlines the purpose, scope, and methods of information collection and use. Employee personal information collected within China will be stored on servers located within China. If it is necessary to transfer such information overseas for business purposes, the Company will obtain the employees' separate consent in accordance with the law and implement the security measures required by laws and regulations. The Company also provides employees with guidelines for accessing and managing their personal information, and is committed to retaining employee information only for as long as necessary to fulfill the purposes of processing. Upon expiration of the retention period, the information will be deleted or anonymized in accordance with the law.

With regard to data usage, the Company has established a three-party approval mechanism involving business, legal, and HR departments to ensure compliant data usage. Through measures such as establishing data classification and grading standards, implementing differentiated classification control strategies, creating an approval and authorization matrix with clearly defined rights and responsibilities, adopting de-identification techniques, and strictly enforcing mechanisms for disposing of data upon expiration, we have systematically built a comprehensive employee data management system that spans the entire data lifecycle, thereby comprehensively safeguarding the security of employees' personal information.

In 2025, the Company did not encounter any penalties for violations of personal information protection regulations.



2.3.2 Supporting Employee Development

XPENG focuses on employee development and is committed to creating a diversified career development platform for all employees. Through continuous empowerment, we help every employee enhance their capabilities, and consolidate and drive the continuous improvement of the Company's core competitiveness, innovation, and transformative power, injecting strong momentum into the Company's steady growth.

Employee Training

We have established the Training Management System and the Management Measures for Internal Trainers and other internal system, providing diversified training programs for all employees at different organizational levels based on the Company's strategic plans and employees' career development needs. We have also established a key position mentorship system, under which each campus recruit is assigned at least one mentor to provide two years of systematic work guidance and career development support. At the same time, we encourage employees to form informal learning organizations, such as peer support groups, to promote experience sharing and cross-departmental collaboration.

Thousand Generals Program

The Thousand Generals Program 2.0 focuses on three modules-fundamental management, advanced thematic training, and executive sessions. A total of 13 training sessions were conducted in 2025, reaching 8,246 participant attendances. The courses covered 11 management topics, including recruitment enablement, strategy interpretation, AI application, and quality improvement. Participant satisfaction reached 98.9%, with an NPS of 82.8%, significantly enhancing the overall management capabilities of the leadership team.

The al-err 20: 13E gar att tra me 80 int me

2025

19,347 employees

Received Training

97.3%

Training Coverage

Employee Training	Unit	2023	2024	2025
Percentage of employees trained	%	98.6	99.1	97.3
Percentage of employees trained by gender				
Male employees	%	87.2	81.3	81.0
Female employees	%	12.8	17.0	19.0
Percentage of employees trained by employee category				
Senior management	%	0.3	0.1	0.6
Middle management	%	6.7	10.1	7.7
Ordinary employees	%	93.0	89.8	91.7
Average training hours by gender				
Average training hours	Hour	15.5	15.9	14.9
Male employees	Hour	15.9	16.0	15.2
Female employees	Hour	15.1	15.8	14.3
Average training hours by employee category				
Senior management	Hour	13.3	22.0	22.0
Middle management	Hour	2.6	18.5	10.0
Ordinary employees	Hour	15.4	15.4	15.8

2.3.3 Smooth Promotion Channels

XPENG provides employees with a transparent and standardized job level system and promotion mechanism. Through clearly defined processes and institutional safeguards, the Company provides employees with fair career development pathways. The Company sets a unified promotion window period in the third quarter of each year and formulate explicit promotion guidance ratios. Promotions are initiated through a combination of supervisor nominations and individual applications, followed by multi-dimensional evaluations and comprehensive reviews to ensure the objectivity and credibility of promotion decisions. This mechanism not only effectively supports employees' career growth but also provides institutional support for motivating and retaining high-performing talent.

Performance Appraisal

Based on the Performance Management System, we have established the OKR management system, continuously optimizing the entire performance management process to promote the scientific rigor and fairness of the evaluation mechanism. The Company implements differentiated assessment cycles for different positions, and performance evaluation results are directly linked to annual salary reviews, promotion decisions, and bonus allocation to ensure precise talent incentives. In terms of evaluation mechanisms, the Company is gradually introducing multi-dimensional assessment methods to comprehensively evaluate employee performance. Meanwhile, managers' performance evaluations cover three core dimensions-team performance, team management, and employee development-systematically driving improvements in management effectiveness.

Performance Evaluation Methods and Frequency

Evaluation Method	Key Practices	Evaluation Frequency
Management by Objectives	We adopt and continuously optimize a performance management system based on Objectives and Key Results (OKRs).	Non-frontline employees: Semi-annually Frontline employees: Monthly or quarterly
Team Performance Evaluation	Team performance evaluation is incorporated into the assessment mechanism; managers' evaluations cover team performance, team management, and employee development.	Aligned with team/management cycles
Continuous Dialogue	Regular performance feedback and coaching are conducted through mechanisms such as direct supervisor discussions.	Ongoing
Multi-dimensional Performance Evaluation	We integrate the above evaluation approaches and conducts a comprehensive 360-degree review of employee performance.	Non-frontline employees: Semi-annually Frontline employees: Monthly or quarterly

2.3.4 Work Safety

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



All entities in the Guangzhou region (XPENG Headquarters, Guangzhou Plant, Xiaopeng Motors Sales Co., Ltd., Guangzhou Pengxu Motors Sales and Service Co., Ltd., and the Guangzhou Branch of Zhaoqing Xiaopeng New Energy Investment Co., Ltd.), Zhaoqing Plant and others have obtained **ISO 45001** certification.

Safety Management System

We have formulated documents such as the Measures for the Administration of Work Safety and the Measures for the Administration of Work Safety Responsibility System, actively implementing the production safety responsibility system. In 2025, we updated and established internal policies including the XPENG Safety and Environmental Incident Management Procedure, the XPENG Risk and Opportunity Assessment Management Procedure, the Emergency Response Plan for Major New Energy Vehicle Incidents of Guangzhou Xiaopeng Motors Technology Co., Ltd., the Stakeholder Safety, Environment and Occupational Health Agreement and the Stakeholder Safety and Environmental Commitment Letter. These policies cover 100% of all XPENG employees and supplier partners.

To ensure the achievement of occupational health and safety goals, we have set key safety performance indicators, including the number of Level 1 and Level 2 safety incidents, the Level 3 safety incident rate, and SCI (Safety Capability Index) assessments. The heads of key departments such as manufacturing plants and R&D departments signed the Statement on Occupational Health and Safety Goals. For key departments failing to meet performance targets, reflection and dedicated improvement plans are required, with detailed explanations and corrective measures provided in improvement reports.

Risk Prevention

We have established a systematic risk management and control mechanism, effectively identifying and mitigating major safety risks at their source through a dual prevention system, enhanced hazard control, and regular risk investigation.

System audit

We conducted the semi-annual safety management audit, internal audit of safety management system, system empowerment inspection for key departments and external audit of the safety management system and took actions on the identified risks one by one.

Internal safety audit

In 2025, we comprehensively promoted safety management system upgrades, and established an internal audit mechanism for best practices, promoting

Safety inspection

•We continued to implement the safety performance evaluation system. Through a comprehensive evaluation of processes and outcomes, a dedicated "risk value reduction" metric was introduced, ultimately driving a 21.32% decrease in the Company's overall inherent risk level.

Safety Management

We continued pursuing the ISO 45001 certification at Xiaopeng Technology. Inspections identified and resolved safety issues.

Risk Identification

We organized hazard prediction training (KYT) and risk assessment in accordance with the Hazard Source Identification and Evaluation Management System of Guangzhou Xiaopeng Motors Technology Co., Ltd., and formulated relevant control measures. A total of 2,785 hazard sources were updated. In addition, to prevent the hot spot effect caused by pollutant accumulation, the manufacturing base conducts monthly drone-based thermal imaging inspections and maintenance patrols of photovoltaic panels. This enables the timely elimination of potential safety hazards, reduces fire risks, and ensures the long-term safe and reliable operation of the photovoltaic system.

Safety Culture

The Company carried out multi-level safety training and special safety checks on its operating environments as well as critical work areas. It established a hazard management mechanism, implemented safety tracing, and the implementation of work-related health and safety incidents through a closed-loop process. The rectification rate of 100%.

Safety Culture

We have established a regular and systematic occupational health and safety (OHS) empowerment system. Through weekly distribution of "Safety Nutrition Meals" (143 issues) and the compilation of regulation and accident case journals (five issues in total), we ensure continuous dissemination of safety knowledge. In addition, we organize capability-building programs by conducting 42 professional skill training sessions for full-time EHS personnel in 2025, covering over 1,900 participants, with course ratings reaching five out of five. Special safety responsibility training is also provided for management at all levels with the participation of 505 employees, gradually forming a multi-level, company-wide OHS education culture. Moreover, we have established an EHS knowledge section on the Haohan platform, sharing more than 600 professional EHS technical documents and experience compilations, available for all employees to read and learn from.

We leverage events such as the "Occupational Health Awareness Week," the "Safety Production Month," and the "Fire Safety Month" to enhance overall employee safety awareness and emergency response capabilities of employees through a combination of creative engagement and practical exercises. Focusing on high-risk scenarios such as gas leaks and battery thermal runaway, we conducted 683 emergency drills with participation exceeding 10,000 employees. Through ongoing government-enterprise collaboration, we continuously strengthen real-world response capabilities, effectively fortifying the Company's safety defenses.



Total hours of safety training for all employees:

428,494.7 Hours



Coverage rate of the number of employees receiving health and safety training :

100%



Factory safety input:

CNY 27.7 million

AI Empowers the Pi

We innovatively launched digital safety training. The events attracted over



AI + Workflow Driv

In 2025, we introduced a micro-inspection. With functions including a total of 11,900 working hours th

2.3.5 Care for Employees' Physical and Mental Health

XPENG places strong emphasis on the physical and mental well-being of its employees. Through the organization of diverse cultural activities and the promotion of mental health initiatives, the Company continuously fosters a caring, inclusive, and efficient working environment, supporting employees in achieving a healthy balance between work and life.

Diverse Activities

We continuously build a vibrant and people-oriented organizational culture. Through systematic employee activities and care mechanisms, the Company strengthens team cohesion and enhances employees' sense of belonging. The Company regularly organizes diverse collective activities, including themed festivals, sports events, and team-building events. At the same time, we place strong emphasis on everyday care by continuously investing in areas such as catering services and employee benefits, providing comprehensive support for its workforce.

"525 I Love Myself" Health Day

In 2025, we launched the Fifth "525 I Love Myself" Health Day under the theme of "Technology + Health." Interactive activities including AI meditation, AI painting and sports challenges were launched in multiple cities such as Guangzhou, Beijing, Shanghai and Zhaoqing, together with online sharing sessions, attracting over 1,000 participants. The event focused on well-received stress-relief methods among employees, including outdoor sports, pet interaction and nature experience. It further enriched the carriers and connotations of mental health support, and strengthened organizational cohesion and caring culture.



"525 I Love Myself" Health Day Event



Technology and Health Activities

Family Day Event

In November 2025, XPENG held a large-scale family day event themed "Anniversary Family Carnival" at its Guangzhou Science and Techno approximately 20,000 employees and their families across all age groups. Centered on the integration of technology, culture and family bonding activities. Meanwhile, innovative interactive sessions were incorporated on site, fully demonstrating XPENG's technological charm and corp sense of belonging and pride, enabled family members to enhance their recognition of XPENG through a warm experience, and highlighted t and their families.



On-site Event



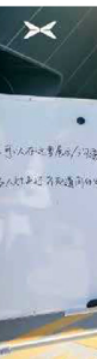
Stage



Meet Top Achievers Face to Face



Booths



2.4 Sustainable Supply Chain

We have developed a supplier management system based on systematic compliance policies. Through full-lifecycle management covering supplier admission, evaluation, and cooperation, as well as regular and scenario-based targeted training mechanisms, the Company continuously enhances the supply chain's capacity and performance in fulfilling sustainability responsibilities.

2.4.1 Procurement Compliance

We have formulated the XPENG Supplier Code of Conduct, which clearly upholds the principles of transparency, integrity, legality, and health in procurement and sets forth requirements for suppliers in areas such as human rights protection, business ethics, environmental protection, and the responsible sourcing of mineral materials.

We have maintained long-term and stable partnerships with our suppliers and adopted a zero-tolerance stance against any violation of business ethics. At the outset of cooperation, all suppliers are required to sign the Integrity Commitment Letter and the Confidentiality Agreement, which clarify the responsibilities and obligations of both parties in anti-corruption, intellectual property protection, and business secrets. We have established bottom-line requirements for supply chain cooperation. For suppliers involved in major violations such as child labor, forced labor, or other infringements of human rights, we will permanently terminate cooperation and include them on a blacklist to ensure compliance and ethical standards of the supply chain. Meanwhile, in response to the call from the Ministry of Industry and Information Technology (MIIT) and the automotive industry, XPENG has consistently honored its commitment to payment terms within 60 days. The Company strictly implements timely goods acceptance, efficient account reconciliation, and punctual settlement, working hand in hand with partners to build a stable and mutually beneficial industrial ecosystem.



2.4.2 Supplier Management

XPENG is committed to maintaining high standards in its supply chain. The Company has formulated and continuously updated internal management policies, including the Supplier Admission Management Measures, the Supplier Performance Management Measures, the Parts Supplier Performance Assessment Management Measures, and the Supplier Blacklist Management Measures. The highest authority for supply chain management resides with the Chairman of the Board. Through regular monthly thematic reports and irregular weekly updates, we ensure continuous supervision and dynamic management of key supply chain links. Furthermore, we have implemented a comprehensive supplier lifecycle management strategy covering initiatives such as supplier admission, auditing, risk management, and ESG-related assessments.

Supplier Admission

We require suppliers to strictly comply with regulation labor rights protection, prohibit the use of child labor, fulfill environmental compliance responsibilities, and continuously improve product quality and safety standards. Suppliers must obtain recognized industry certifications such as IATF 16949 and ISO 9001. In assessing potential suppliers, we adopt a multi-dimensional due diligence process covering key aspects including fire safety, ISO environmental management system certification, pollutant emissions, financial reports, and records of dishonesty.

In addition, we systematically evaluate suppliers through the XPENG Supplier Sustainability Management Questionnaire, which covers corporate management, working conditions (including human rights, business ethics, environmental responsibility (including biodiversity conservation), supply chain management, and responsible sourcing of raw materials. In 2025, we further strengthened audits of compliance with the Supplier Code of Conduct and the sourcing of critical raw materials.

Through these preliminary investigations, we not only assess suppliers' delivery stability and product quality but also integrate their performance on ESG metrics into our core assessment system. Through these efforts, we advance the entire supply chain toward a more responsible and sustainable direction.

Supplier ESG Assessment



Number of suppliers who have signed the Integrity Commitment Letter **848**

Tier-1 suppliers

Number of suppliers that have been assessed for sustainability risks in 2025: **848**
 Proportion of suppliers that have been assessed in 2025: **100%**

Core non-Tier-1 suppliers

Number of suppliers that have been assessed for sustainability risks in 2025: **194**
 Proportion of suppliers that have been assessed in 2025: **100%**

Tier-1 suppliers (Sustainability Iterative Audit) Target: To cover all parts suppliers in FY25-27

Number of suppliers that have been assessed for sustainability risks in 2025: **92**
 Proportion of suppliers that have been assessed in 2025: **10%**

XPENG Initiates the Co-construction of ESG Rating Platform

In March 2025, XPENG joined the “China Supplier ESG Rating Platform” as an innovative leader in the smart electric vehicle sector. Relying on the platform’s AI large-model technology, we efficiently screened supplier ESG risks and strengthened supply chain resilience, enabling us to better address international compliance requirements such as the *EU Corporate Sustainability Due Diligence Directive (CSDDD)*. This initiative serves as an industry benchmark for Chinese companies integrating into the global sustainable governance system.

Supply Chain ESG Collaborative Action

In 2025, XPENG actively responded to industry sustainability trends by advancing responsible supply chain development in phases. In June, we co-launched the “Supply Chain ESG Stewardship Initiative” with 12 industry partners, focusing coordinated environmental and social responsibility management in the supply chain. In November, we further participated in the “Initiative for Responsible Procurement (IRP)” led by the China Association of Automobile Manufacturers and operated under the Energy-saving and Green-development Assessment Center for Automotive Industrial. Together with 19 automakers and suppliers, we explored industry-level sustainable procurement mechanisms. These two collaborative actions demonstrate XPENG’s strategic layout in driving the overall ESG standards of the industrial chain through open cooperation.



Jointly launched the “Supply Chain ESG Management Initiative” with **12** industry partners



Together with **19** automakers and suppliers to explore an industry-level sustainable procurement mechanism



Supply Chain ESG Stewardship Initiative

2.4.3 Supplier Enhancement

We work together with our supply chain partners to pioneer the future. By driving systematic innovation in supplier capabilities, XPENG not only pursues the continuous improvement of product and service quality but also strives to unlock innovation potential. We are devoted to guiding partners to achieve leapfrog advancements in areas such as business ethics, sustainable development and quality management.

Supplier Training

We remain committed to enhancing the sustainability of our supply chain as a core priority. We continuously strengthen our management foundation through systematic institutional development and standardized training mechanisms. In 2025, the Company maintained a 100% signing rate for the Integrity Commitment Letter, ensuring that all suppliers strictly adhere to anti-corruption and business ethics standards. We also systematically implemented multi-level supplier training programs focusing on key areas such as ESG management, compliant operations and quality enhancement.

In 2025, we conducted a total of 813 supplier training sessions. The topics covered professional modules including ESG concepts, quality enhancement, quality system empowerment, and supply chain operation system empowerment. In the area of anti-corruption, we strengthened supplier-side decision-makers' understanding and commitment to compliant operations through targeted communication mechanisms such as one-on-one executive meetings and the "XPENG Chain Alumni Association." We have continuously embedded business ethics advocacy in various meetings. For suppliers with identified weaknesses, we provided dedicated technical support and on-site assistance. We promoted quality QC activities to create an experience-sharing mechanism and systematically upgrade the overall capability of the supply chain.

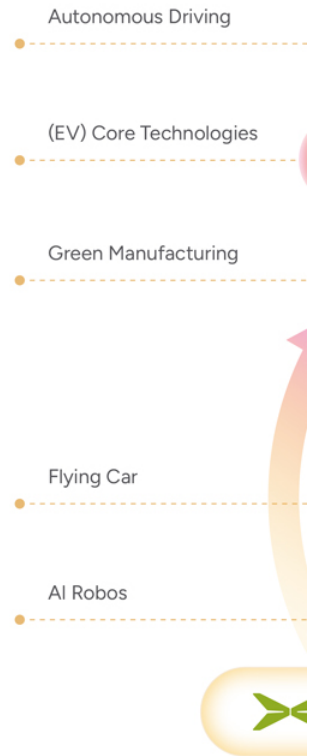
Supplier Training	2025
Total number of suppliers trained	813
Number of Tier-1 suppliers trained	163
Number of Tier-2 suppliers trained	569
Number of general suppliers trained	81
Number of suppliers trained in anti-corruption	813
Number of suppliers signing the Code of Business Ethics	1,302

2.5 Social Co-Creation

Guided by SDGs and ESG principles, XPENG incorporates core concepts such as climate change resilience, biodiversity conservation, quality education, and accessible community into the design of its corporate social responsibility efforts. Through ongoing exploration, XPENG has developed a butterfly model themed “shared benefit between business and public good.”. With the support of the XPENG Foundation and the XPENG Volunteer Service Task Force, the Company channels its technological strength into prioritized areas such as youth science education, emergency disaster response, accessibility advocacy, and biodiversity conservation, thereby transforming business advantages into measurable social value for global sustainable development. We promote a culture of “public good for everyone,” by working alongside employees, car owners, retail stores, schools, communities, and partners with a shared mission to continually explore innovative pathways for business to advance public well-being. Together with various stakeholders, XPENG is committed to building an inclusive, benevolent, and sustainable future community.



As of the end of 2025, XPENG had invested a total of over CNY **34.88 million** in public welfare and charity, consistently giving back to society through concrete actions.



2.5.1 Two Core Platforms Strengthening the Public Welfare Foundation

The XPENG Foundation and the XPENG Volunteer Service Task Force continue to mobilize and support employees, car owners, and university faculty and students to actively participate in volunteer initiatives. Focusing on youth science education, accessibility development, and the cultivation of a public welfare culture, we work to co-create inclusive and friendly communities. We also collaborate closely with XPENG's various business centers to jointly plan and implement diverse public welfare projects, and continuously explore and innovate the paths, through which the Company fulfills its social responsibility.

XPENG Foundation: Demonstrating professional Leadership with Transparency and Compliance

On October 14, 2021, XPENG donated funds to establish the XPENG Foundation, the first corporate foundation in China's new energy vehicle industry dedicated to ecological conservation and science education. Guided by transparency, compliance, and professional management, the organization received A-level transparency ratings in Guangzhou for three consecutive years (2023–2025). In 2024, the Company underwent its first social organization evaluation and was recognized as a 4A-rated social organization. As of the end of 2025, XPENG, its affiliates, and employees have collectively contributed CNY 14.35 million to the XPENG Foundation. These funds are primarily used for youth science education, volunteer services, technology for good, cross-sector exploration, and community development.

XPENG Volunteer Service Task Force: Promoting a Culture of Goodness and Delivering Corporate Care

Established on March 5, 2022, the XPENG Volunteer Service Task Force brings together XPENG employees, car owners, and broader community members. Centered on technological empowerment and humanistic care, the team has been making every effort to advance youth education, technology-for-good initiatives, environmental protection, and community development. As of the end of 2025, the team has over 2,100 registered volunteers as a flexible bridge connecting business departments with community needs, playing a pioneering role in spreading the spirit of public welfare and embodying XPENG's corporate care in action.



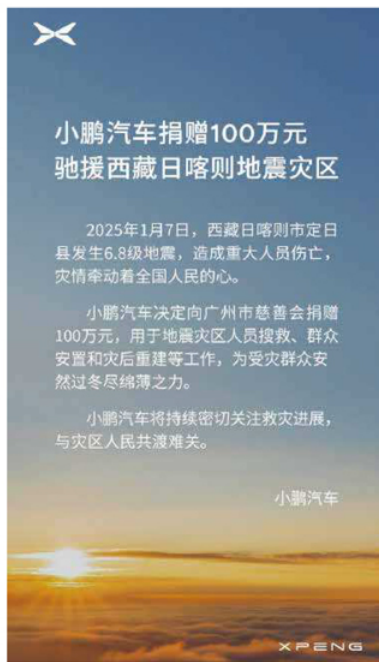
2.5.2 Diverse Action to Co-Create Social Value

We respond to core social needs by systematically engaging in areas such as emergency disaster relief, youth science education, philanthropic activities and the promotion of "public welfare for all." By deeply integrating our technological strengths with public welfare demands, we ensure that "technology" has a positive impact.

Emergency Relief: Shouldering Corporate Responsibility amid Crises

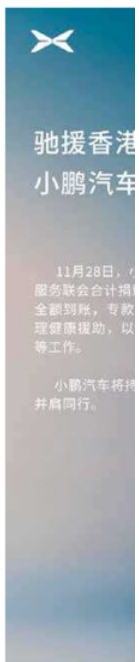
In the face of major natural disasters and public health emergencies, XPENG responds proactively and donates generously to match actions with crises together. In 2025, we formulated the Corporate Public Welfare and Charity Response Mechanism for Major Disasters, aiming to enable rapid response to emergencies and bring our supportive power into full play.

- On January 7, 2025, following the magnitude 6.8 earthquake in Xigaze, Xizang, XPENG donated **CNY 1 million** to support search and rescue operations, resettlement of affected residents, and post-disaster reconstruction in the earthquake-stricken area, helping to restore normal production and daily life.



Supporting post-Disaster reconstruction in Xizang

- On November 26, 2025, after a major public health emergency, XPENG donated **HKD 5 million** to support medical health services, and specialized care for children, and those with chronic conditions.



Donation for Tsinghua University

Youth Science Education: Transforming Corporate “Hardcore Technology” into Educational “Soft Power”

As a “explorer of mobility in the physical AI world,” XPENG has built strong technological capabilities in intelligent driving, powertrain (battery, motor and electrical control) systems, green manufacturing, flying cars, and robotics. Taking public welfare and youth science education as a core mission, we systematically transform the “technology for good” concept into tangible actions. We also strive to become mentors and dream-building partners who inspire children to explore the future world.

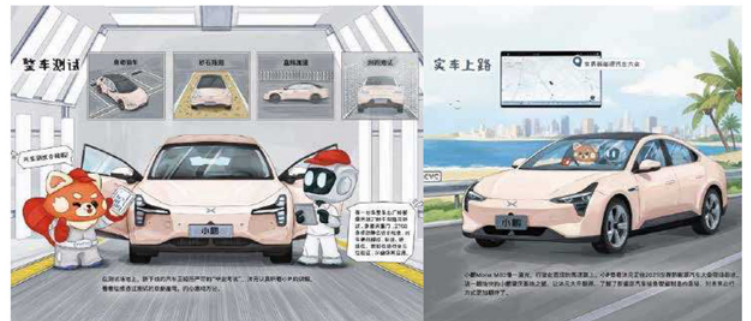
The XPENG Foundation Partners with the China-SAE to Advance Youth Automotive Science Education and Creative Incubation

In 2025, the XPENG Foundation continued to support the “Youth Automobile Innovation Collecting Campaign” organized by the China Society of Automotive Engineers (China-SAE), aiming to empower youth science education through diverse formats. Together with the China-SAE and its internal business center, we co-organized educational study tours at the XPENG’s Zhaoqing Intelligent Manufacturing Plant, where families with children were invited to explore the intelligent vehicle production process firsthand.

At the “2025 New Energy Vehicle Teenagers Science Popularization Forum” held in Haikou, Hainan on September 29, 2025, the XPENG Foundation participated as a supporting organization and presented awards to outstanding creator entries. In addition, XPENG volunteers collaborated with the China-SAE to produce a science education comic titled “Muyuan’s Dream Journey.” Through vivid and engaging illustrations, the work showcases the full process of intelligent manufacturing and automobile production while incorporating the concept of sustainable development. The comic received high praise from guests and experts present.



New Energy Vehicle Teenagers Science Popularization Forum



Science Education Comic

Accessibility Advocacy: Technology for More Inclusive Mobility

XPENG is committed to promoting equitable and independent mobility for every member of society through inclusive technological innovation. Accessible transportation is not only a part of corporate social responsibility, but also a necessary step shaping the future of mobility. In 2025, we took concrete actions to deeply understand the real-world needs and the warmth of technological innovation to every corner of society.

“Enterprise for Good,” Technology for Inclusive Mobility

In July 2025, the XPENG Foundation partnered with the Guangzhou Hemu Disability Innovation Center to co-host an inclusive charity event, “Enterprise for Good, Technology for Inclusive Mobility.” The event brought together 20 XPENG car owners and employee volunteers, along with 10 participants with disabilities. Through first-hand experiences and engaging in open dialogues, participants gained deeper insight into the real-world challenges faced in accessible transportation. Together, they explored innovative mobility solutions and actively contribute to building a more inclusive society.



Volunteers Participating in the Event

The XPENG Foundation Launches the “You Share Cat Moments, We Provide Pet Food” Micro-Action Initiative, and the MONA Caring Team Supports “MONA Flurry”

The XPENG Foundation launched a micro-action initiative titled “You Share Cat Moments, We Donate Pet Food,” encouraging employees to contribute pet photos in exchange for pet food donations to support stray animal rescue efforts. The initiative collected over 370 adorable pet photos and 154 proposals advocating for animal-friendly community development. Building on this engagement, XPENG organized the “MONA Fluffy” Charity Exhibition, successfully raising more than 1,800 kilograms of pet food for local shelters to care for stray cats and dogs. The exhibition attracted active participation from MONA owners, many of whom voluntarily shared their personal stories. This initiative significantly expanded the influence of our public welfare action and deepened the emotional resonance across a wider audience.



Exhibit

New Year Wish Fulfillment Campaign Themed “Wishes Come True”

The XPENG Foundation, in collaboration with the Bixin Charity, launched the “Wishes Come True” New Year Wish Fulfillment Campaign themed “Wishes Come True.” A total of 42 New Year wish gifts selected by XPENG employees were delivered to children in the leukemia ward of the First Affiliated Hospital of Sun Yat-sen University. In addition, the XPENG employee band, “Happy Little Birds,” organized a bedside music concert in the hospital ward. In an innovative fusion of AI technology and music, the team composed and performed an original theme song titled “Where There Is Light,” inspired by the children’s wishes. The performance brought warmth, encouragement, and hope to the young patients and their families.



Bedside Concert

Global Philanthropy: Extending Kindness Beyond Borders

XPENG extends its public welfare philosophy globally. Our overseas teams and partners have carried out diversified cross-border charitable initiatives, thus allowing the spirit of technology for good to transcend borders and demonstrating the responsibility and commitment of a Chinese enterprise.

XPENG U.S. Team Community Support Initiative

During the holiday season, the XPENG U.S. team organized a food donation activity and delivered three boxes of collected food supplies to a local charitable organization, supporting community development through tangible action.



XPENG U.S. Team Donating Supplies

2.5.3 Social Recognition

In 2025, the XPENG Foundation:

- was included in the “2025 Enterprise (Park) Climate Action Case” under the Center for Environmental Education and Communications of the Ministry of Ecology and Environment
- was awarded the “Annual Typical Case for Popularizing Scientific and Technological Achievements for Ecological Environment” under the Chinese Society for Environmental Sciences
- received Grade A Transparency Rating for Charitable Organizations in Guangzhou;
- ranked among 2025 Top 10 Excellent Cultural and Creative Products for Nature Education in Guangdong (the only winning automaker) with its original environmental science education product “Birds Gathering”



GOVERNANCE- Robust Governance for Sustainable Development

03

AI Governance: Pursuing Safe and Reliable Co-Governance

3.1 Compliance Management

3.2 Risk Management

3.3 Business Ethics

3.4 Information Security

Compliance governance constitutes the cornerstone of sustainable corporate development, providing critical support for its long-term and steady growth. XPENG has strictly adhered to lawful and compliant operations, continuously enhanced its risk management and internal control systems, and upheld business ethics and anti-corruption principles in its long-standing corporate governance practices. Meanwhile, the Company has remained committed to safeguarding information security and customer privacy, laying a solid foundation for its sustained and healthy development.

Highlight:

- Total employee anti-corruption training hours:

6,277

- Number of compliance awareness training sessions:

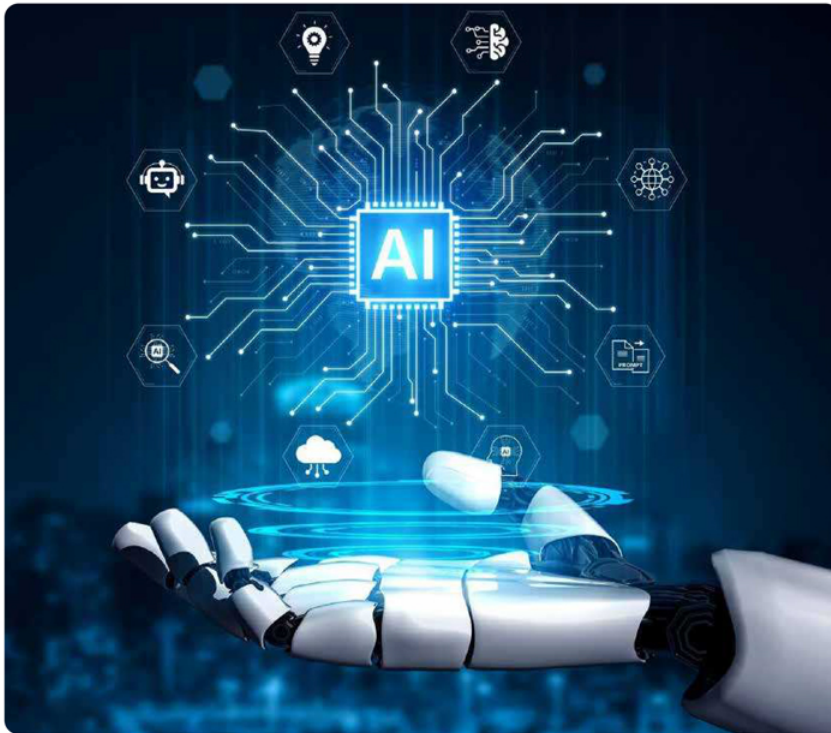
70

- Complaints received from regulators and other external agencies regarding breach of customer privacy:

0

AI Governance: Pursuing Safe and Reliable Co-Governance

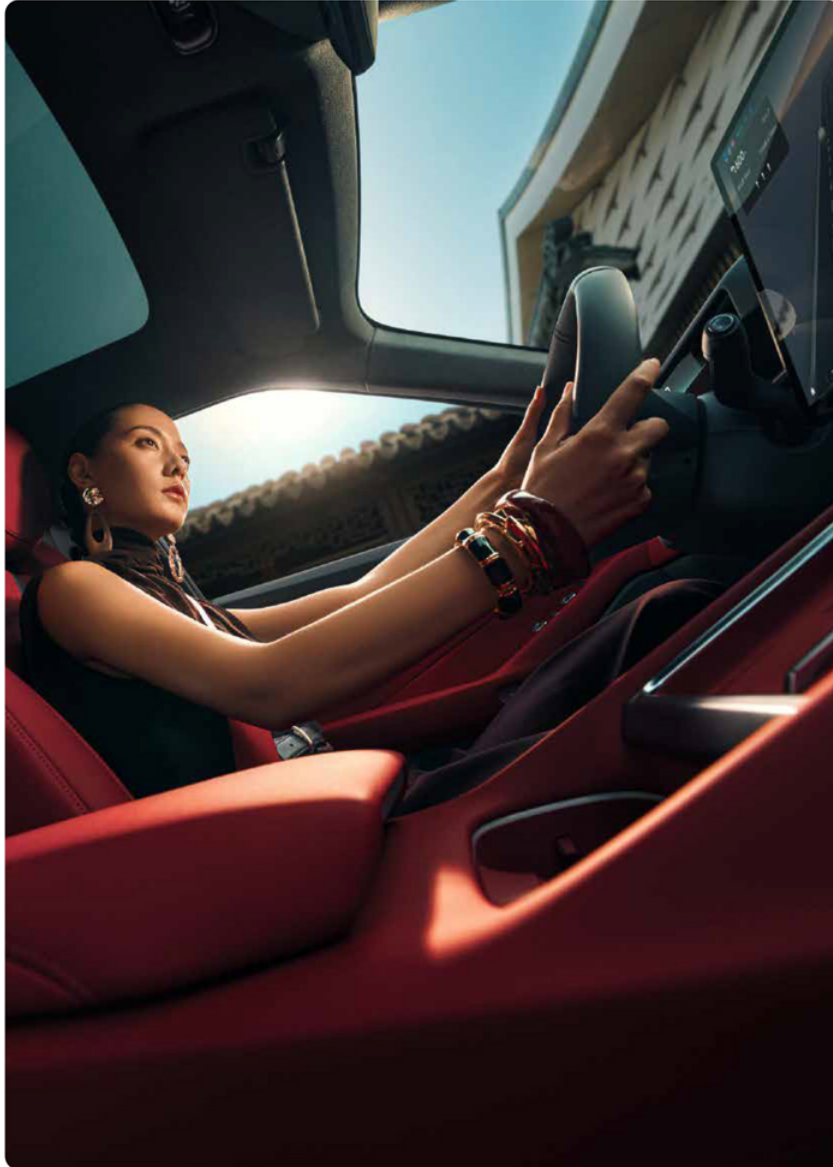
In the digital era, the rapid advancement and application of artificial intelligence (AI), particularly large-scale AI models, are profoundly reshaping corporate operations, social structures, and environmental sustainability. To uphold the principle of responsible innovation and integrate AI governance into every stage of technological advancement, XPENG has established an AI security and compliance management system in accordance with applicable laws, regulations, industry standards, and ethical guidelines. This system spans the entire lifecycle of AI from research and development (R&D), testing, and deployment to usage, operation and maintenance, and decommissioning, aiming to standardize AI-related activities, protect the legitimate rights and interests of the Company and all stakeholders, promote technology for good, and advance sustainable development. These efforts have provided robust assurance for building a safe, reliable, and trustworthy AI ecosystem.



AI Governance S

To establish and implement a responsible multi-tiered governance framework with the Security and Data Compliance Committee as the strategic guidance body, is responsible compliance and conducting major reviews. The committee, two dedicated working groups: the Working Group and the Data Compliance Working Group, provide technical security capabilities, providing day-to-day supervision and enforcing reviewing key management policies across the Company. Meanwhile, functions and the After-Sales and Online Operations, policy monitoring, and response cross-functional governance frameworks, XPENG systematically embeds transparency into every phase of the process, which remains aligned with sustainable and responsible development.

To further strengthen its responsible AI governance, XPENG has implemented the Administrative Measures for AI-generated or synthetic content. The latter outlines the regulatory requirements for AI-generated or synthetic content and requires users must comply with in developing, distributing, and continuous improvement in the end-to-end process of AI-generated or synthetic content, safeguarding compliance with relevant regulations.



User Privacy Protect

XPENG has deeply integrated AI improvement initiatives, the Co

1. Transparency and Ac

The Company has upheld transp Assistant Users, the Face ID Us can access these documents at sensitive permissions such as m

2. Privacy Protection E

In AI smart cockpit application source. Specific measures are a uploaded to the cloud. Multi-Pa tant: Audio is recorded only afte age for safety-event analysis, fa

3. Mutual Improvemen

To continuously optimize AI sen by participants is desensitized a fully respects users' right to chc

Innovation Empowerment and Responsible Practice

In 2025, the Company has adopted "Internal AI Empowerment" as its core strategy, fully initiating a profound transformation from traditional models to digitalization for building an AI-powered enterprise. We have developed a dual-driven model of "knowledge dissemination" and "practical application." Through this, we have promoted ideological enlightenment and cognitive advancement among all employees, fostering an AI-native culture that embraces creation by successfully implementing 9 programs themed the "AI Academy.". By deeply embedding intelligent tools into core business workflows, we have improved decision support, and innovation incubation.

Building on this progress, we have extended the scope of AI empowerment from internal operations to the broader society, actively promoting innovation and fulfilled our commitment to sustainable development through concrete actions. We actively advocate the concept of "Technology for Good," integrating innovation and SDGs. The XPENG Foundation and the XPENG AI Smart Travel Team have been actively exploring AI science popularization practices. Through interactive courses, we have transformed AI from an abstract concept into a tangible learning tool. We are committed to providing families, schools, and communities with the ability to understand nature, and envision the future. We seek to be not just a technology provider, but also a guide and partner for young people as they explore

XPENG AI Campus Science Education Program

In October 2025, the XPENG Foundation visited the Cencun Primary School in Tianhe District, Guangzhou. Two volunteer employees delivered a session themed "Applications of AI Visual Interaction," including an AI body-sensing interactive experience. Through embodied interaction, the activity sparked students' curiosity and passion for science while infusing innovative technological vitality into education.

In December 2025, the program entered the Guangzhou Tianhe Foreign Language School. Employee volunteers gave a presentation themed "The Spirit of Scientific Pursuit: Frontier Exploration and Practice in AI Technology." They shared XPENG's cutting-edge explorations in the field of physical AI and engaged in in-depth discussions with students on related topics.



AI Campus Science Education

AI Application Exploration and Phased Achievements

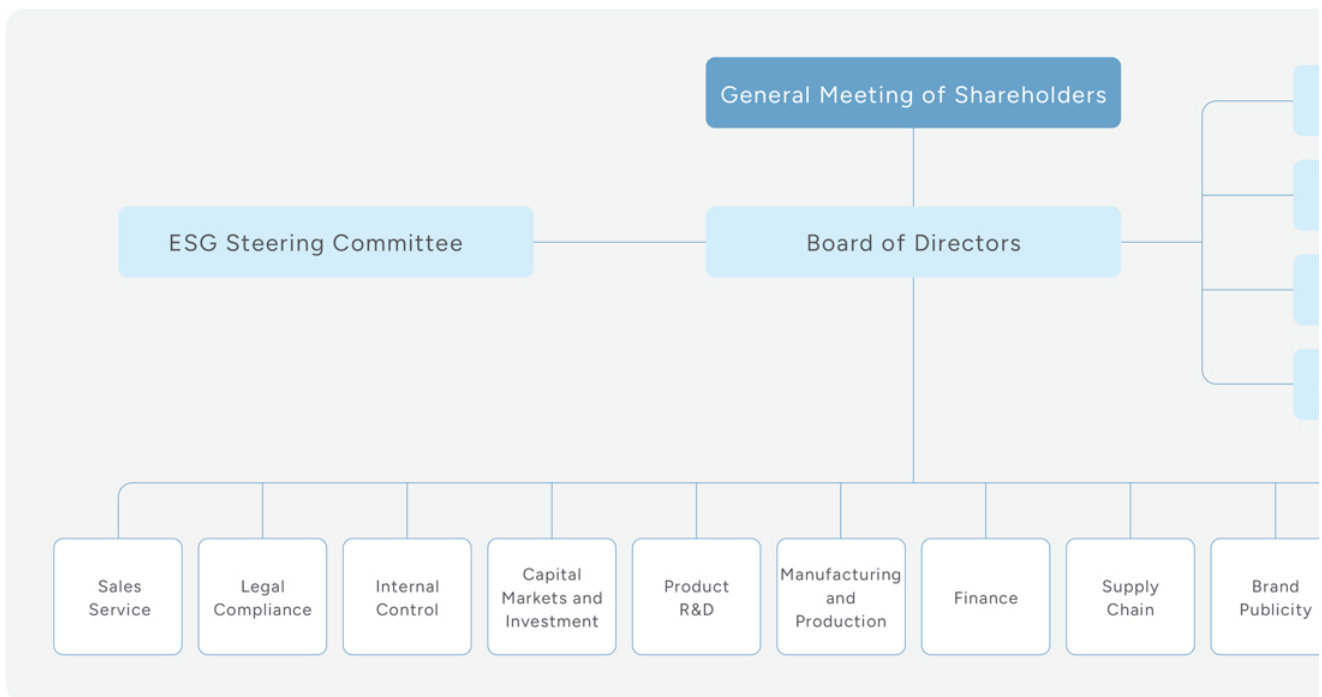
AI Scenarios	Technologies	Corresponding Chapters
R&D	AI Large Model for Autonomous Driving	2.1.1 Innovation and R&D
	AI Prediction & Simulation	2.1.1 Innovation and R&D
	IRON AI (High-Level "Big Brain-Small Brain" Autonomous Decision-Making)	2.1.1 Innovation and R&D
	AI for Advanced Intelligent Driving	2.1.2 Product Series
	AI-Powered Smart Cockpit & Interaction	2.1.2 Product Series
	AI Battery Monitoring & Early-Warning Algorithm	2.2.1 Customer Rights and Interest Protection/ Product Safety
Production	AI for Data Annotation Automation, Indicator Analysis & Vehicle Self-Diagnostics	2.1.3 Product Safety
	AI for Safety Culture Promotion	2.3.4 Work Safety
	AI for Hazard Identification	2.3.4 Work Safety
	AI Supplier Hazard Prevention System	2.4.2 Supplier Management
Office	IRON AI for Smart Office Facilities Adjustment	1.2.5 Green Office
Sales	A AI for Monitoring & Automated Quality Inspection	2.2.1 Customer Rights and Interest Protection

3.1 Compliance Management

XPENG strictly adheres to the *Company Law of the People's Republic of China*, the *New York Stock Exchange Listed Company Manual*, the *Rules of Hong Kong Limited*, and other relevant laws, regulations, and guidelines. We continuously refine our corporate governance system and establish a , with the aim of enhancing scientific decision-making and ensuring efficiency and compliance in corporate governance.

3.1.1 Corporate Governance Framework

A sound governance framework is an essential cornerstone for supporting sustainable corporate development and effective risk management. The G exercises final decision-making rights on material matters including business policies, financing, investment, and profit distribution in accordance with Association. The Board of Directors is accountable to the General Meeting of Shareholders and fully performs its responsibilities for supervision and ma overall strategies and business operations, approving business plans and investment proposals, and guiding the management in improving the institu standardizing operating procedures and strengthening internal control. With these efforts, we aim to build a modern governance system and continu cency. The Board has established 4 specialized committees, including the Audit Committee, the Remuneration Committee, the Nomination Commi which is chaired by an independent director and has clearly defined functions to jointly promote the Company's long-term and stable development.



XPENG Governance Framework

3.1.3 Investor Rights

XPENG strictly complies with regulations applicable to listed companies and upholds the principle of fair treatment to all shareholders. The Company has established a robust internal control system to effectively prevent insider trading and conflicts of interest.

In June 2025, XPENG convened its annual General Meeting of Shareholders. In addition to the routine review and approval of its annual financial statements, the re-election of directors and other matters, the 2025 Equity Incentive Plan was also approved, enabling shareholders to directly participate in major corporate decisions. The Company has continuously strengthened investor relations management by regularly releasing financial reports and business updates and organizing investor communication events. The Company has also established a dedicated investor relations website to release company news, financial data, and other relevant information, with a dedicated feedback mail set up to actively collect shareholder opinions. These efforts ensure timely and accurate information disclosure, thereby helping investors gain a comprehensive understanding of the Company's operations and performance.



3.2 Risk Management

XPENG has established a corporate-level risk management system and related policies to comprehensively manage operational risks by refer to the internal control framework of the Committee of Sponsoring Organizations of the Treadway Commission (COSO) and the Sarbanes-Oxley Act Section 404. The Company follows a closed-loop process of "risk identification, assessment, response, problem-solving, debriefing review, and follow-up control" to systematically manage various types of risks.

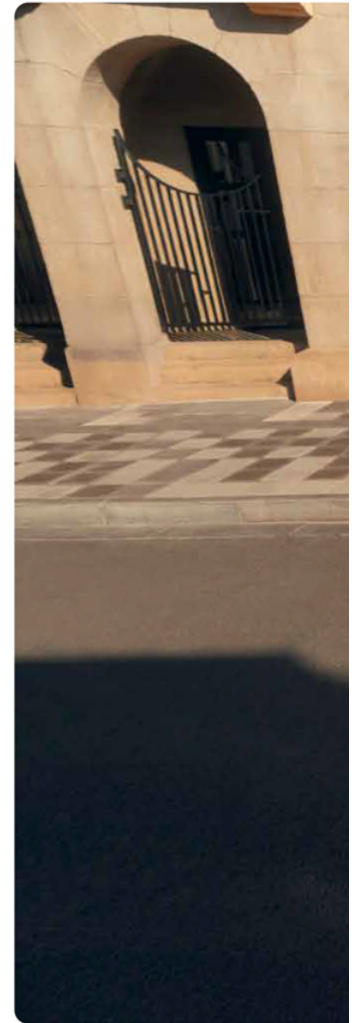
To ensure the effective implementation of risk management measures, the Company has established financial incentives linked to risk management indicators for key positions, including senior executives and direct managers. Based on internal audit findings, we hold individuals accountable for any failure in fulfilling their duties and urge them to rectify the issue promptly, thereby continuously improving risk control mechanisms.

3.2.1 Risk Identification

Based on its continuous insights into industry trends, policy directions and market dynamics, XPENG conducts systematic risk identification on an annual basis. In 2025, 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. For all material financial and business areas, the Company conducted scenario analysis, sensitivity analysis, and stress tests to assess the potential financial and business impacts under general, most unfavorable and best-case scenarios, and formulated corresponding risk prevention and control measures as well as alternative plans accordingly.

The Company has established timely warning and early warning mechanisms for internal and external risks, and regularly reviews and optimizes its risk management models and internal control procedures. Additionally, XPENG conducts risk analysis on a project basis, regularly identifying relevant risks in line with dynamic changes in strategic objectives and operating conditions.

Furthermore, the Company has developed measures to analyze their impact on the Company's financial performance, including exchange rates, loan interest rates, exchange rat



3.2.2 Risk Management and Monitoring

XPENG continuously strengthens its risk control mechanisms and highly values the effective operation of the risk management and internal control system. 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, conducts quarterly reviews of the development, implementation, and supervision of risk management and internal control systems and evaluates their effectiveness annually.

The Company conducts internal control management audits and special audits on a quarterly basis, covering all business areas such as sales, supply chain management, and R&D. Special audits are also performed for business departments with higher risk levels. Audit plans are formulated based on business risk assessments and relevant whistleblower reports. For all risks and control deficiencies identified in the audits, we implement rectification measures and track their completion to ensure the continuous and effective operation of the internal risk management system. Additionally, the Company conducts annual SOX external audits by referencing external frameworks such as the 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 2021, the Company achieved 100% coverage of business audits.

To ensure the effective implementation of the risk management and internal control systems, XPENG has, in light of its practical operations, established a "Three Lines of Defense" model for internal control.

"Three Lines of Defense" Model

The First Line

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 to address business risks.

The Second Line

The second line of defense involves departments such as internal control, legal affairs, and quality. These departments assist the first line of defense in establishing and improving the risk management and internal control systems, as well as ensuring its effectiveness.

The Third Line

The third line of defense is mainly composed of the audit team and the supervision team. The audit team regularly carries out independent evaluations and reviews to ensure the effectiveness of the Company's risk management and internal control system. 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 related whistleblower reports.

3.3 Business Ethics

XPENG has established a systematic management mechanism for business ethics and compliant operations. The Company strictly complies with relevant laws and regulations such 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*. We have built a comprehensive internal policy framework comprising the Employee Code of Conduct, the Rules and Regulations on Employee Code of Integrity, the Administrative Measures of Conflict of Interests, and the Regulations on Reporting Investigation, so as to clearly define our anti-corruption policies and standards of business conduct. The Company undertakes a zero-tolerance approach to any form of bribery, corruption or improper transfer of benefits, and has established clear control measures and procedures for handling violations.

To ensure the legality, transparency, and integrity of business activities, XPENG not only incorporates employee compliance performance into its internal performance appraisal system, but also conducts regular business ethics audits. In terms of supply chain and partner management, the Company includes integrity statements and confidentiality clauses in all cooperation documents. The Company also requires suppliers to sign an Integrity Commitment Letter upon their bid submission and clearly specifies integrity clauses in master contracts. In 2025, 100% of our suppliers signed the Integrity Commitment Letter. In addition, the Company continuously evaluates and promotes partners' performance in areas such as business ethics compliance, anti-corruption, and information security through the Supplier Sustainability Questionnaire.

XPENG has established a supervision mechanism involving both the Audit Committee and the Compliance Committee to continuously improve the whistleblowing and reporting system. The Company has also reinforced integrity awareness and whistleblowing channel recognition among all employees and stakeholders through diversified training and advocacy initiatives. The Company is committed to fostering an honest and transparent business environment, thereby laying a solid foundation for its sustainable operation .



Misconduct Reporting

To continuously improve its misconduct reporting system, XPENG systematically update to the Regulations on Reporting Investigation in 2025. By adding submission, case investigation, personnel handling, and rectification recommendation management, the Company further standardized the investigation process. In the same year, the Company formulated and implemented the Administrative Measures for Anti-Fraud Whistleblowing Rewards, with the aim of encouraging internal and external personnel to actively participate in misconduct oversight, protecting whistleblowers' lawful rights and interests, and granting appropriate rewards to contributors who provide effective submissions. To ensure that employees are aware of the relevant internal policies, reporting channels and procedures, the Company regularly organizes dedicated training sessions and conducts ongoing company-wide education via email and other means.

XPENG has provided available multiple misconduct reporting channels, including email (report_xp@xiaopeng.com), hotline and WeChat, all of which are published on its official website to allow customers, suppliers, media, investors and all employees to report or leave complaints. The Company encourages real-name reporting while fully safeguarding the option of anonymous reporting. We will launch an immediate probe into any submissions that are deemed worthy of investigation. Upon receiving a report, the investigation team of the Internal Control Department assigns dedicated personnel to ensure that suspected fraud incidents are investigated in a timely and thorough manner. A final investigation report will be submitted to the chairman of the Board of Directors for review and decision-making.



Integrity Education

XPENG consistently fosters compliance awareness among all stakeholders through diverse initiatives, including integrity education, value promotion, and training on the code of conduct and relevant laws and regulations. In 2025, the Company updated the Employee Code of Conduct, further clarifying requirements related to integrity, conflicts of interest, business hospitality, and the acceptance or giving of gifts.

The Company places high emphasis on promoting its core values of integrity. When new employees are hired, both regular employees and interns are required to participate in code of conduct training to ensure a clear understanding of the Company's values and code of conduct. In addition, the Company and each business department will organize regular or irregular training on the code of conduct to continuously strengthen the compliance and integrity awareness of all employees. In 2025, the Company achieved a 100% coverage rate for business ethics training.



Total employee anti-corruption training hours:

6,277



Number of employees participating in anti-corruption training :

13,316



Anti-corruption training sessions:

19



Number of Board Directors participating in anti-corruption training:

3

XPENG Launches D

In 2025, the Company conducted Rewards. Specialized anti-corruption system, briefing on typical precautions and channels. Through the online learning platform, the Co



3.4 Information Security

XPENG places the utmost importance on information security, data compliance, and the protection of customer privacy. In addition to establishing a clear governance structure, the Company is devoted to building and improving a comprehensive, end-to-end management system for information security, data compliance and privacy protection that spans all business lines and processes. These efforts ensure that data and customer privacy are fully and effectively safeguarded. The Company strictly complies with relevant laws and regulations, including the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, and the *Personal Information Protection Law of the People's Republic of China*. We have formulated and published policy documents applicable to all employees and customers, such as the XPENG Privacy Policy and the XPENG Network Platform Privacy Policy. By relying on the development of an information security and data compliance management system, we continue to refine and upgrade customer privacy protection mechanisms. In 2025, the Company revised and updated systems including the Information Security and Data Compliance Management Charter to strengthen the standardized management of the Company's information security.

3.4.1 Information Security

XPENG has established an Information Security Committee, led by the Vice Chairman, with Vice Presidents and other senior management members. Under the Committee, an Information Security Working Group and a Data Compliance Working Group collaborate closely. The two groups are responsible for preventing information security incidents, continuously monitoring and improving information security systems, and making every effort to prevent information security incidents. Information security is integrated into the Company's OKR (Objectives-and-Key-Results) management system to improve performance, thereby strengthening the Company's information security.



3.4.2 Customer Privacy Protection Mechanisms

Privacy Risk Screening

- We have integrated the principle of privacy protection into the Company's product development and system architecture while advancing the concept and practice of "Privacy by Design". We also conduct a Data Protection Impact Assessment (DPIA) as required. Through identifying and mitigating privacy risks before data processing, we have also launched the General Data Protection Regulation (GDPR) Compliance Program and released the XPENG White Paper on GDPR

Data Collection Procedures

- Following the principles of legality, legitimacy, and necessity, we explain to users the methods of collection, use, retention, and protection of all personal information through documents such as privacy policies, product/function descriptions, and service scenario guidelines. Before users register and use relevant product functions and/or service scenarios, we will clearly inform and allow users to choose whether their data is collected, used, retained, and processed
- We collect customer information mainly according to the purpose of product functions and/or service scenarios. Due to the large number of models and their product functions/service scenarios, the personal information that we collect and process may vary depending on different models, software versions or specific functions/service content. The actual situation of functions/services used by customers shall prevail, and users are notified mainly through privacy policies and voice warnings
- In 2025, the Company used customer data in accordance with publicly disclosed documents such as the privacy policy and did not collect customer data for any other purposes

Information Storage Security

- We comply with statutory requirements regarding where, how and for how long personal information shall be stored, and take appropriate encryption, de-identification and other technical measures for the storage of information
- The internal use of data is subject to the minimum necessary rule, and must go through our security compliance review process to prevent risks associated with outbound data transfer and protect personal information rights

We have explicitly incorporated a zero-tolerance policy for unauthorized disclosures into the Rules and Regulations on the Employee Code of Conduct. The Company actively manages and monitors employees' day-to-day information security behaviors by establishing a three-tiered response system for any leakage incidents. All employees will receive regular email reminders and notifications through the blacklist of the Sunshine Integrity Alliance.

Over the past five years,

Number of information security breaches or other network security incidents:

0

Number of data breaches:

0

Number of customers and employees affected by company data breach:

0

Fines paid due to information security breaches or other network security incidents:

CNY 0

Complaints received from regulators and other external agencies regarding breach of customer privacy:

0



I Appendix

Key Performance Indicators

Economic Performance Indicators

Key indicators	Unit	2023	2024	2025
Total revenues	CNY (million)	30,676.1	40,866.3	76,719.7
Gross margin	%	1.5	14.3	18.9
Total deliveries of vehicles	Unit	141,601	190,068	429,445
Added authorized patents	Item	727	574	516

Environmental Performance Indicators⁷

Key indicators	Unit	2023	2024	2025
Nitrogen oxide emissions ⁸	Tonne	3.8	11.9	23.8
Sulfur dioxide emissions	Tonne	0.4	2.7	4.4
Particulate matter emissions	Tonne	15.0	6.9	18.8
VOCs in exhaust gas	Tonne	7.8	18.1	23.8
Total discharge of industrial wastewater ⁹	Tonne	175,454	413,442	967,558
COD in industrial wastewater	Tonne	5.6	21.5	45.2

7.The environmental data collected for the purpose of this report covers the XPENG headquarters, Zhaoqing Plant, the Guangzhou North District Plant, and the Guangzhou South District Plant, the Component Plant, and self-operated XPENG stores in several locations. In 2025, due to an increase in the Company's overall production volume and the operation of new manufacturing plants, emissions of certain pollutants and consumption of energy and water resources increased accordingly. The relevant details are outlined below.

8.The emissions of nitrogen oxides, sulfur dioxides, and particulate matter are all derived from direct emissions during the plant's manufacturing process.

Key indicators	Unit	2023	2024	2025
Total waste generated	Tonne	9,896	4,221	6,026
Hazardous waste generated ¹⁵	Tonne	1,051	2,149	5,091
Hazardous waste density	Tonne of CO ₂	3.4×10 ⁻⁵	5.3×10 ⁻⁵	6.6×10 ⁻⁵
Non-hazardous waste generated	Tonne	8,845	2,072	935
Non-hazardous waste density	Tonne of CO ₂ / CNY(1,000)	0.0003	0.00005	1.2×10 ⁻⁵
General industrial solid waste generated ¹⁶	Tonne	11,069	21,310	44,686
General industrial solid waste recycled	%	29.2%	100%	100%
Domestic waste generated in office area ¹⁷	Tonne	1,000	2,072	935
Total energy consumption ¹⁸	MWh	217,247	330,267	542,721
Total cost of energy consumption	CNY (million)	153	220	310

15.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. The increase in hazardous waste generation in 2025 was primarily due to: (1) the increase in production and commissioning of new plant (2) batch replacement cycle of certain materials.

16.Since 2024, the recycling volume has been included in the disclosure scope. From 2024 to 2025, all manufacturing plants achieved full recycling and reuse of general industrial solid waste such as industrial scrap steel plates and waste cardboard, resulting in an actual discharge of 0 tons of general industrial solid waste.

17.In 2024, the statistical scope of office and domestic waste covered the headquarters and R&D sector. In 2025, only headquarters data was counted, as specific R&D centers (the R&D sector in 2024) generated no such waste due to business adjustments.

18.Energy consumption is calculated with reference to the *General Rules for the Calculation of Comprehensive Energy Consumption*. In 2025, the increased production resulted in an increase in energy consumption.

Key indicators	Unit	2023	2024	2025
Total water consumption intensity	m ³ /CNY (1,000)	0.03	0.04	0.03
Municipal water consumption	m ³	807,952	1,257,446	1,965,340
Recycled water consumption	m ³	174,111	333,601	272,768
Package material consumption for whole vehicle manufacturing ²¹	Tonne	740	1,053	3,188
Packaging material intensity	Tonne/CNY (1,000)	2.4×10 ⁻⁵	2.6×10 ⁻⁵	4.2×10 ⁻⁵

21. In 2025, the increased production led to an increase in packaging material usage.

Key indicators	Unit	2023	2024	2025
Percentage of employees by region				
Chinese mainland	%	97.9	97.8	97.7
Hong Kong, Macao, and Taiwan	%	0.2	0.2	0.2
Other regions	%	1.9	2.0	2.1
Employee turnover rate				
Total employee turnover rate	%	31.2	22.0	17.4
Employee turnover rate by gender				
Male	%	30.8	21.6	17.1
Female	%	33.4	23.5	19.1
Employee turnover rate by age				
29 years old and below	%	36.8	27.4	20.2
30-49 years old	%	26.8	18.4	15.7
50 years old and above	%	39.2	26.7	19.7
Employee turnover rate by region				
Chinese mainland	%	31.2	21.9	17.5
Hong Kong, Macao, and Taiwan	%	31.0	25.0	11.4
Employee training				
Percentage of employees trained	%	98.6	99.1	97.3
Average training hours	Hour	15.5	15.9	14.9

Governance Performance Indicators

Key indicators	Unit	2023	2024	2025
Number of Board Directors	Person	7	5	5
Number of female Board Directors	Person	2	1	1
Number of Board meetings	Time	7	4	4
Number of anti-corruption training sessions	Time	92	20	19
Number of anti-corruption training hours	Hour	15,880	7,780	6,277
Number of anti-corruption training participants	Person-time	16,760	27,376	13,316
Number of risk management training sessions	Time	80	44	70

Content Index

1.Aspects, General Disclosures and KPIs		Chapter
Environmental		
Aspect A1: Emissions	General Disclosure Information on: (a)the policies; and (b)compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	1.2 Green Operations
KPI A1.1	The types of emissions and respective emissions data.	1.2 Green Operations Appendix-Key Performance Indicators
KPI A1.2	[Repealed 1 January 2025]	

1.Aspects, General Disclosures and KPIs		Chapter
Aspect A3: Environmental and Natural Resources	General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural resources.	1.2 Green Operations
	KPI A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	1.2 Green Operations
Aspect A4: Climate Change	A4 has been repealed on January 1, 2025.	
	KPI A4.1 A4.1 has been repealed on January 1, 2025.	
B. Social		
Employment and Labor Practices		
Aspect B1: Employment	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	2.3 Employee Responsibility
	KPI B1.1 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	2.3 Employee Responsibility Appendix-Key Performance Indicators
	KPI B1.2 Employee turnover rate by gender, age group and geographical region.	2.3 Employee Responsibility Appendix-Key Performance Indicators

1.Aspects, General Disclosures and KPIs		Chapter
Operating Practices		
Aspect B5: Supply Chain Management	General Disclosure Policies on managing environmental and social risks of the supply chain.	2.4 Sustainable Supply Chain
	KPI B5.1 Number of suppliers by geographical region.	2.4 Sustainable Supply Chain
	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.	2.4 Sustainable Supply Chain
	KPI B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	2.4 Sustainable Supply Chain
	KPI B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	2.4 Sustainable Supply Chain
Aspect B6: Product Responsibility	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.	2.1 Quality Products 2.2 Thoughtful Services
	KPI B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	2.1 Quality Products
	KPI B6.2 Number of products and service-related complaints received and how they are dealt with.	2.2 Thoughtful Services
	KPI B6.3 Description of practices relating to observing and protecting intellectual property rights.	2.1 Quality Products

Climate-related Disclosures	Disclosure Section
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(I) Governance	
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19.(a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:	1.1 Climate Governance- Governance
(i) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;	1.1 Climate Governance- Governance
(ii) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;	1.1 Climate Governance- Governance
(iii) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;	1.1 Climate Governance- Governance
(iv) how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities, including whether and how related performance metrics are included in remuneration policies; and	1.1 Climate Governance- Governance
(b)management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:	1.1 Climate Governance- Governance
(iv) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and	1.1 Climate Governance- Governance
(ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	1.1 Climate Governance- Governance

Climate-related risks and opportunities	
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(II) Strategy	
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20.(a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term;	1.1 Climate Governance- Strategy
(b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk;	1.1 Climate Governance- Strategy

Climate-related Disclosures	Disclosure Section
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Financial position, financial performance and cash flows	
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Current financial effect	
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24.(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and	1.1 Climate Governance- Strategy
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24.(b) the climate-related risks and opportunities identified for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	1.1 Climate Governance- Strategy
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Anticipated financial effect	
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25.(a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:	1.1 Climate Governance- Strategy
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(i) its investment and disposal plans; and	1.1 Climate Governance- Strategy
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(ii) its planned sources of funding to implement its strategy; and	1.1 Climate Governance- Strategy
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25.(b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.	1.1 Climate Governance- Strategy
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Climate resilience	
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26.(a) the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of:	1.1 Climate Governance- Strategy
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(i) the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis;	1.1 Climate Governance- Strategy
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(ii) the significant areas of uncertainty considered in the issuer's assessment of its climate resilience; and	1.1 Climate Governance- Strategy
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(iii) the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term;	1.1 Climate Governance- Strategy
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Climate-related Disclosures	Disclosure Section
(i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes);	1.1 Climate Governance-Risk Management
(ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks;	1.1 Climate Governance-Risk Management
(iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria);	1.1 Climate Governance-Risk Management
(iv) whether and how the issuer prioritises climate-related risks relative to other types of risks;	1.1 Climate Governance-Risk Management
(v) how the issuer monitors climate-related risks; and	1.1 Climate Governance-Risk Management
(iv) whether and how the issuer has changed the processes it uses compared with the previous reporting period;	1.1 Climate Governance-Risk Management
27.(b) the processes the issuer uses to identify, assess, prioritise and monitor climate related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and	1.1 Climate Governance- Strategy
27.(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.	1.1 Climate Governance- Strategy

Climate-related Disclosures	Disclosure Section
<p>29.(b) disclose the approach it uses to measure its greenhouse gas emissions including:</p>	<p>1.1 Climate Governance-Metrics and Targets Appendix-Key Performance Indicators</p>
<p>(i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;</p>	<p>1.1 Climate Governance-Metrics and Targets Appendix-Key Performance Indicators</p>
<p>(ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and</p>	<p>1.1 Climate Governance-Metrics and Targets Appendix-Key Performance Indicators</p>
<p>(iii) any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;</p>	<p>1.1 Climate Governance-Metrics and Targets Appendix-Key Performance Indicators</p>
<p>29.(c) or Scope 2 greenhouse gas emissions disclosed, disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and</p>	<p>1.1 Climate Governance-Metrics and Targets Appendix-Key Performance Indicators</p>
<p>29.(d) for Scope 3 greenhouse gas emissions disclosed, disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).</p>	<p>1.1 Climate Governance-Metrics and Targets Appendix-Key Performance Indicators</p>

Climate-related Disclosures

Disclosure Section

Industry-based metrics

36. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.

1.1 Climate Governance- Governance Key Performance Indicators

Climate-related targets

37. An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:

【Climate Response: Leading the Low-Carbon Future】
1.1 Climate Governance- Metrics and Targets

37.(a) the metric used to set the target;

【Climate Response: Leading the Low-Carbon Future】
1.1 Climate Governance- Metrics and Targets

37.(b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);

【Climate Response: Leading the Low-Carbon Future】
1.1 Climate Governance- Metrics and Targets

Climate-related Disclosures

Disclosure Section

37.(h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.

【Climate Response:
Leading the Low-
Carbon Future】
1.1 Climate Governance-
Metrics and Targets

38.An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:

【Climate Response:
Leading the Low-
Carbon Future】
1.1 Climate Governance-
Metrics and Targets

38.(a) whether the target and the methodology for setting the target has been validated by a third party;

【Climate Response:
Leading the Low-
Carbon Future】
1.1 Climate Governance-
Metrics and Targets

38.(b) the issuer's processes for reviewing the target;

【Climate Response:
Leading the Low-
Carbon Future】
1.1 Climate Governance-
Metrics and Targets

Climate-related Disclosures

Disclosure Section

40.(a) which greenhouse gases are covered by the target;

【Climate Response:
Leading the Low-
Carbon Future】
1.1 Climate Governance-
Metrics and Targets

40.(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;

【Climate Response:
Leading the Low-
Carbon Future】
1.1 Climate Governance-
Metrics and Targets

40.(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;

【Climate Response:
Leading the Low-
Carbon Future】
1.1 Climate Governance-
Metrics and Targets

40.(d) whether the target was derived using a sectoral decarbonisation approach; and

【Climate Response:
Leading the Low-
Carbon Future】
1.1 Climate Governance-
Metrics and Targets

40.(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:

【Climate Response:
Leading the Low-
Carbon Future】
1.1 Climate Governance-
Metrics and Targets

Feedback Form

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