2024

WAYVE

Responsible Business

WAYVE

About This Databook



This Responsible Business Databook summarises Wayve's key environmental, social and governance (ESG) metrics for the period 1 January to 31 December 2024, covering all sites and activities under operational control.

Disclosures align with the SASB Standards for the Software & IT Services industry to support comparability and decision-usefulness for stakeholders.

This databook complements the Responsible Business policies and statements available on wayve.ai and provides a consolidated overview of our performance metrics for the reporting year.

Materiality Assessment

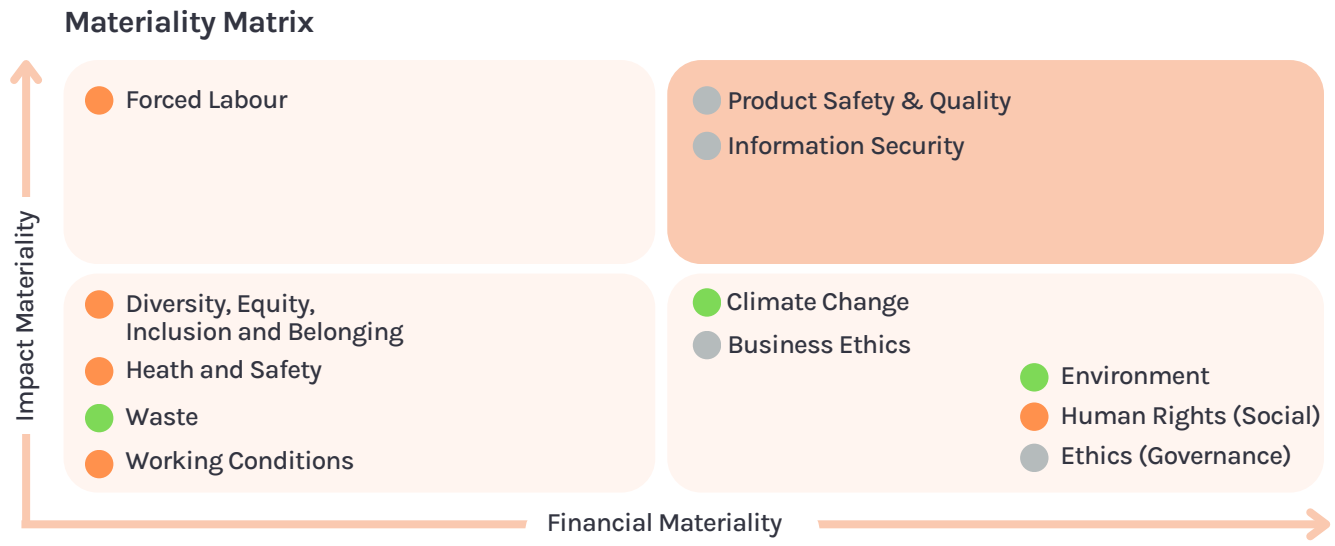
Understanding our impact

In 2025, Wayve conducted a Double Materiality Assessment in line with GRI 1–3 and referencing ESRS and SASB topic frameworks. The assessment covered all Wayve sites, subsidiaries, and the full value chain, considering both financial ("outside-in") and impact ("inside-out") materiality.

A long list of ESRS-derived topics was evaluated using Wayve's existing risk management framework, assessing severity and likelihood across short-, medium- and long-term horizons. Internal stakeholders participated through workshops, supported by insights from customers, investors, and internal employee feedback.

Topics were scored for both financial and impact materiality, and results were prioritised into a materiality matrix. From 78 assessed topics, nine emerged as most material to Wayve's operations and stakeholders. Key priorities include information security and product safety and quality, reflecting Wayve's role in developing advanced autonomous-vehicle technology.

This assessment was completed after the 2024 reporting period; therefore, whilst this databook presents performance metrics for 2024, the materiality findings reflect our most current understanding of the issues most significant to our business and stakeholders. These material topics are now embedded across Wayve's Environmental, Ethics, Human Rights and Sustainable Procurement and other internal frameworks. Outputs of the assessment will inform ongoing governance, risk management and sustainability reporting processes.



Policies & Governance Framework

Wayve maintains a suite of Responsible Business policies covering environmental management, human rights and labour standards, diversity, equity and inclusion, anti-bribery and corruption, information security, and sustainable procurement. These policies apply across our operations and are publicly available at wayve.ai. Sustainability governance is embedded within Wayve's risk-management processes, with oversight by senior leadership and integration into operations.

Our Supplier Code of Conduct sets expectations for environmental stewardship, ethical business behaviour, and respect for human rights.

Data Tables

Reporting metrics from 1st January 2024 to 31st December 2024

Category	Metric	Unit
Environment	Scope 1 Greenhouse Gas emissions (1)	14tco2e
Environment	Scope 2 Greenhouse Gas emissions (location-based) (2)	61tco2e
Environment	Scope 3 Greenhouse Gas emissions (3)	7,190tco2e
Environment	Total weight of waste recovered (4)	5,531kg
Human Rights	Number of serious accidents recorded in the workplace (5)	0
Human Rights	Percentage of employees receiving regular performance and development reviews (6)	100%
Ethics	Percentage of employees who have completed cyber security training	87%

(1) All Greenhouse Gas emissions calculated in accordance with the GHG Protocol. Scope 1 and 2 emissions calculated in sites with operational control; any managed facilities captured in scope 3 category 8.

(2) Location-based metrics calculated using national emissions factors including DESNZ UK. No market-based instruments such as REGOs used in the reporting year.

(3) This captures all scope 3 upstream emissions through categories 1-8. There are no material omissions. Downstream Scope 3 categories (9–15) have been assessed and are not applicable for the reporting year, as Wayve is pre-revenue with no commercialised products or customers.

(4) Recovery measured by recycling, composting and certified waste to energy figures across sites.

(5) Serious accidents are defined as work-related incidents that meet the reporting requirements set out in the UK RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations).

(6) Metric based on GRI404-3. Excludes leavers and probationary employees.

Gender representation by pay Quartile, as of 31st December 2024:

Gender Identity	Lower	Lower Middle	Upper Middle	Upper
I'd rather not say	3%	2%	0%	0%
Man	78%	76%	69%	78%
Other	0%	1%	0%	1%
Woman	19%	21%	31%	21%

Region of origin representation by pay Quartile, as of 31st December 2024:

Region of Origin	Lower	Lower Middle	Upper Middle	Upper
Africa	1%	1%	0%	2%
Asia	23%	14%	19%	4%
Europe	21%	58%	59%	86%
Multiple	8%	9%	9%	3%
North America	42%	15%	9%	5%
Oceania	5%	3%	3%	1%

SASB Index

We use the Sustainability Accounting Standards Board disclosure for the sector to ensure our reporting is comparable, decision-useful, and aligned with investor expectations. Data metrics relate to the period January 1st 2024 to 31st December 2024.

Topic	SASB Code	Metric Description	Wayve Response
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Total energy consumed: 1355.5 Gigajoules. Energy consumed was measured on premises where Wayve had operational control (scopes 1&2). Percentage grid electricity: 100%. Percentage renewable: 0%
	TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, and (3) percentage in regions with high baseline water stress	Total water withdrawal and consumption for the reporting year was approximately 2,705 m^3, of which around 64% occurred in locations classified as having high baseline water stress. Water use relates solely to office operations. Where metered data was unavailable, figures were estimated using recognised commercial-office benchmarks applied to average annual FTE. Baseline water-stress classifications are based on the WRI Aqueduct Water Risk Atlas, reflecting the high-stress designation of Wayve's London headquarters.
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data-centre needs	Wayve does not own or operate data centres. Cloud compute requirements are met through third-party providers; in the reporting year, most cloud compute was located in a country with low emissions intensity grid and data centres operating with a good energy efficiency (measured as low PUE). Part of evaluating data centre provision include access to renewable energy sourcing and energy efficiency.

Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Wayve has a published Privacy & Cookies Policy that describes how it collects, uses, discloses, stores, and otherwise processes personal data provided in connection with interactions on its corporate website and related communications. The policy sets out the categories of information collected (including identifiers and technical data), the purposes for which personal data is used, lawful bases for processing, data retention practices, data subject rights, and how data is shared with third parties. The policy also explains use of cookies and consent mechanisms, and affirms that Wayve does not sell personal data or use it for targeted advertising. For full details, see: https://wayve.ai/privacy/ Wayve was a pre-revenue company during the reporting year and did not operate a commercial, user-facing product or engage in behavioural advertising. As such, the collection, use, or retention of user information for targeted advertising or profiling is not applicable to its operations. The standard corporate privacy practices described in the policy apply to limited personal data Wayve processes in the context of website interactions and communications, and are consistent with applicable data-protection laws.
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	Not relevant for Wayve, both in its business activities, but also as a pre-revenue entity in 2024.
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Wayve did not incur any monetary losses associated with legal proceedings relating to user privacy during the reporting year.
	TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Wayve was a pre-revenue company during the reporting year and did not operate any commercial user-based products or services. As such, this metric is not applicable to its operations.

	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering or censoring	Wayve did not operate a commercial user-facing product or service during the reporting year. As such, the company had no deployed services subject to government-required monitoring, blocking, content filtering, or censorship, and this metric is not applicable to its operations.
Data Security	TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving PII, (3) number of individuals affected	Wayve did not identify any data breaches during the reporting year that met its internal or regulatory thresholds for external reporting. Wayve does not generally disclose information on immaterial security incidents for reasons of confidentiality unless required to do so by law. Any qualifying incidents would be notified to the relevant supervisory authorities (such as the Information Commissioner's Office in the UK) and to affected individuals where legally mandated, and within applicable timeframes. No such findings or sanctions occurred during the reporting period.
	TC-SI-230a.2	Description of approach to identifying and addressing data-security risks	Wayve operates an Information Security Management System (ISMS) to identify and manage risks to the confidentiality, integrity, and availability of its systems and data. Controls include access management, vulnerability management, encryption, endpoint protection, and continuous monitoring. Employees received information-security training during the reporting year. Wayve is a TISAX-accredited organisation. TISAX (Trusted Information Security Assessment Exchange) is an industry-recognised assessment framework overseen by the ENX Association that evaluates whether an organisation's information-security controls meet the standards expected within the automotive sector and its supply chain. Incident-response procedures govern the detection, investigation, containment, and remediation of security events, with lessons learned used to strengthen Wayve's ISMS on an ongoing basis.
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	Percentage of employees that require a work visa	31% of employees require work visas, reflecting an international workforce that supports AI R&D and specialised roles. Wayve monitors immigration compliance and workforce planning to mitigate visa-related risks.

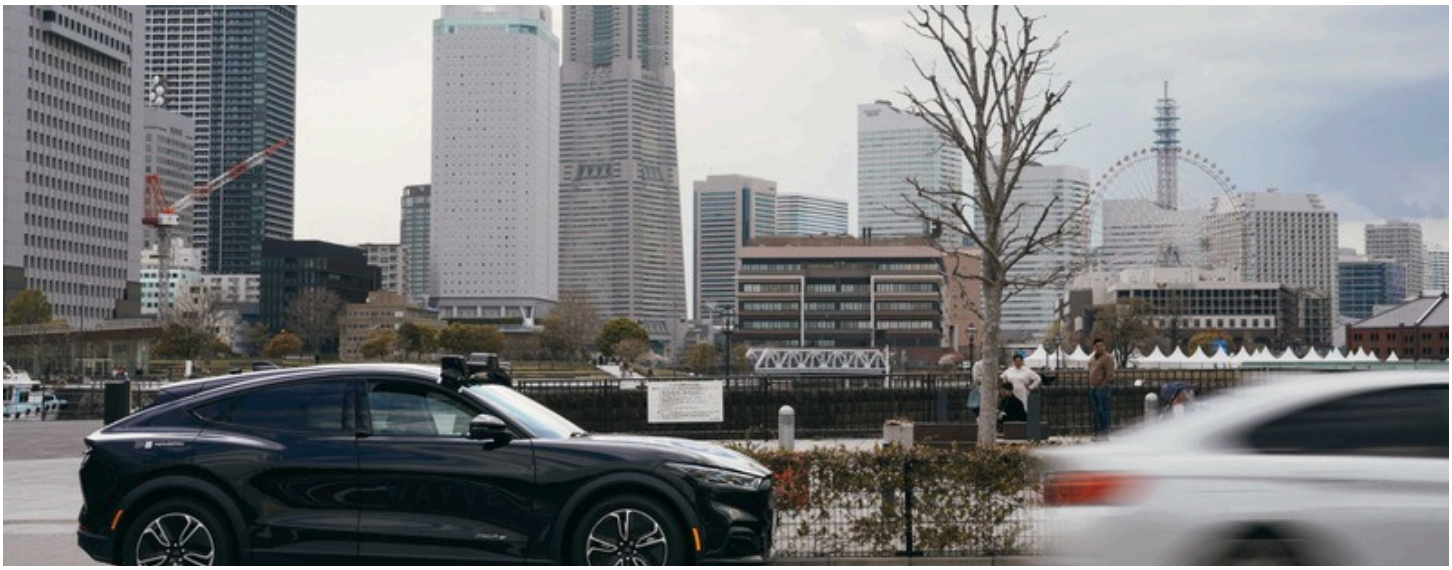
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.2	Employee engagement as a percentage	Employee engagement is assessed through periodic surveys. The employee engagement score in 2024 was measured as eNPS of 79%
	TC-SI-330a.3	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees.	Wayve reports workforce diversity using gender and region of origin, consistent with SASB's allowance for defining diversity groups. Representation is assessed using pay-quartile analysis, which serves as a proxy for organisational level and distribution across the workforce, in lieu of the standard SASB breakdown, reflecting data availability and providing a meaningful view of equity. See Data Table for figures.
Intellectual Property Protection & Competitive Behaviour	TC-SI-520a.1	Total monetary losses as a result of legal proceedings associated with anticompetitive behaviour regulations	Wayve incurred no monetary losses associated with anticompetitive behaviour during the reporting year.
Managing Systemic Risks from Technology Disruption	TC-SI-550a.2	Description of business continuity risks and strategies	Wayve identifies potential business continuity risks arising from technology disruptions, including system failures, programming errors, cyber incidents, and external events affecting cloud-hosting facilities. To manage these risks, Wayve maintains processes that include data backup and restoration procedures, incident-management protocols, and the use of geographically distributed cloud infrastructure to provide resilience and redundancy. Critical business operations supporting Wayve's cloud-based development and research workflows are hosted on third-party cloud service providers rather than operated directly by Wayve.
Activity Metrics	TC-SI-000.A	Number of licenses or subscriptions	Not applicable. Wayve did not offer commercial licences or subscription services during the reporting year.
	TC-SI-000.B	Data processing capacity	Not applicable. Wayve does not operate commercial data-processing or cloud-service offerings; compute resources support internal R&D.
	TC-SI-000.C	Amount of data stored	Wayve stores data solely for internal research, development, and model-training using third-party cloud services. Total data stored is not reported as it is not a commercial operational metric.

UN Sustainable Development Goals

The SDGs below reflect where Wayve's activities, policies and responsible-business commitments contribute to selected UN Sustainable Development Goals (SDGs). Each Goal includes a brief summary of progress made during the 2024 reporting year.

SDG	How Wayve Contributes	2024 Progress
	Wayve supports SDG 3 by maintaining safe and healthy workplaces and promoting employee well-being.	No serious workplace accidents were recorded, and health-and-safety practices continued to be implemented across operations.
	Wayve contributes to SDG 5 through its commitment to diversity, equity, inclusion and belonging, and by promoting equitable treatment in the workplace.	Employee Resource Groups, Gender Pay Gap reporting and other Diversity, Equity, Inclusion and Belonging (DEIB) were delivered throughout the organisation in 2024; see Gender Pay Gap report.
	Wayve advances SDG 8 by upholding fair labour standards and supporting employee development.	Strong labour practices were maintained and employee development and engagement initiatives continued and measured as part of annual engagement surveys.
	Wayve supports SDG 9 through ongoing research and development in autonomous-vehicle and AI technologies that contribute to safer and more sustainable mobility systems.	R&D activities progressed throughout 2024, with continued investment in innovation and safety-focused development.
	Wayve contributes to SDG 12 by managing environmental impacts, improving energy efficiency and minimising waste in operations.	Emissions, energy and waste were measured for the year, with actions initiated to improve operational resource efficiency. Zero waste to landfill achieved across multiple sites in 2024.
	Wayve supports SDG 13 through efforts to measure and manage greenhouse-gas emissions and identify opportunities to reduce climate-related impacts.	A 2024 emissions inventory was completed in line with the GHG Protocol; Wayve's continued to expand its electric-vehicle based fleet operations in the reporting year.
	Wayve advances SDG 16 by maintaining strong governance, ethical conduct, anti-corruption practices and robust information-security standards.	Information-security controls were maintained and strengthened

Compliance & Governance



Driving intelligence responsibly has always been at the heart of Wayve's mission. As we pioneer AI for autonomous mobility, we recognize that progress must go hand in hand with accountability to people, to partners, and to the planet. In addition to this 2024 Responsible Business Databook and our TISAX certification, the policy documents published here are intended to provide an overview of our current practices, priorities, and controls in areas such as information security, ethics, and responsible business.

Access Policies & Code of Conduct

https://wayve.ai/company/#responsiblebusiness/