



2023GM China Sustainability Report

# Journey to Zero

## **Boundaries**

This report covers certain sustainability metrics and data for GM's operations in China, as of and during the year ended December 31, 2023, unless otherwise stated. In some instances, data has been included for operations in which GM's interest is through joint ventures (JV) in China. The information included in this report is current at the time of publication (June 5, 2024).

## **Introduction, Strategy and Innovation**

**Our vision is a world with zero crashes, zero emissions and zero congestion.**

At General Motors Company (GM), we are driven by our innovative spirit and a commitment to action. Our investments in research and development (R&D), design, engineering, manufacturing and supply chain, along with our focus on delivering a new electric vehicle (EV) customer experience, propel us toward a safer, more inclusive and sustainable future.

**“Sustainability is not just good policy. It’s good business – good for the company, for employees, and for recruiting and retaining the best people, people who will help us achieve our vision. And it’s essential to our ambition of leaving a better planet for future generations.”**

**Mary T. Barra**

Chair and Chief Executive Officer

**“At GM, we are taking important steps toward supporting the transition to a more sustainable, zero emissions future for everyone. We won’t stop looking for innovative collaborations and solutions across industries, and with our proven dedication, we aim to lead the charge on the road to a better future for generations to come.”**

**Kristen Siemen**

Vice President Sustainable Workplaces and  
Chief Sustainability Officer

**“Growing our lineup of electrified vehicles and improving the efficiency of our products powered by traditional internal combustion engines is a priority for GM worldwide, including China. We are making our plants and processes more sustainable as well, while taking quality and safety to the next level. We are proud that GM’s China operations and local consumers are joining us on our Journey to Zero.”**

**Steve Hill**

Senior Vice President and GM China President

## **Awards and Recognition**

Two GM China plants met the ENERGY STAR Challenge for Industry

GM China took home two awards at the 13<sup>th</sup> Philanthropy Festival & 2023 ESG Summit

GM China received the R&D 100 Award for the High-Power Bipolar Solid-State Battery

The Chevrolet Red Chalk Program received the People's Corporate Social Responsibility Award – Case of the Year Award

## **About Us**

### **Why We Exist**

Our diverse global team of employees is working hard to turn our purpose and vision into reality.

### **Our Purpose**

We pioneer the innovations that move and connect people to what matters.

### **Our Vision**

Zero crashes, zero emissions and zero congestion.

### **Who We Are**

Headquartered in Shanghai, GM China is a company with a large scale and strong capabilities. In 2023:

Offered vehicles under five brands (Buick, Cadillac, Chevrolet, Baojun and Wuling)

Has over 1,000 employees (not including joint ventures)

Delivered 2.1 million vehicles

### **Where We Focus**

We have a passion for delivering world-class products and unrivalled customer experiences.

### **Electrification**

Our Ultium platform is driving the world closer to an all-electric future.

### **Vehicle Safety**

Research, technology and advocacy inform our holistic approach to engineering safety through a human lens.

### **Path to Autonomous**

We believe that autonomous vehicles (AVs) have enormous potential to benefit society through increased safety and access to transportation.

### **Sustainability**

We aim to achieve an all-electric, zero emissions world while advancing an equitable and inclusive transition to our carbon neutral future.

## **Our Sustainability Strategy and Journey**

Our sustainability strategy supports our vision of an all-electric future, our carbon neutral goal and our growth strategy, which we believe can lead to greater revenue and margins.

At GM, we are transforming our processes, materials and products to achieve our sustainability goals. In change, we see opportunity. It is our chance to lead; to provide the vehicles of tomorrow that we believe our customers are looking for today; and to use our expertise, scale and experience to help solve some of society's greatest challenges.

### **Taking Environmental Action**

We have ambitious climate goals and we are committed to achieving them. To reach our goal of achieving carbon neutrality in global products and operations by 2040, we plan to continue creating a broad portfolio of electric vehicles (EVs) and enhancing the sustainability of our supply chain. We cannot do it alone, but we will lead based on our strengths.

### **Growing Through Innovation**

At GM, we are always innovating. From pioneering the first electric starter to assisting drivers in emergencies with OnStar through our advanced software technologies, GM has always pushed the limits of engineering. Today, with Ultium as a driving force, we are enabling our EV strategy and our vision of zero emissions.

### **Moving Together**

Our role at GM is not just to direct our own company's transformation; it is also to bring everybody in on the journey to a safer, all-electric future, including our workforce and the communities in which we live and work. We are on a path to prove that technology and collaboration, driven by purpose, can help change the world.

### **Driving Responsible Governance**

Leading with integrity is an essential part of working toward an all-electric future that is better for people and the environment. As GM drives impactful change by taking EVs, mobility and connectivity to the next level, we have processes and policies in place to help guide responsible, ethical action.

## **Shaping a Sustainable Tomorrow**

GM has been redefining how people move for more than a century. We aim to grow our EV business profitably by delivering long-term benefits to customers. As the world's largest vehicle market pivots to become the global center of intelligent EVs, China's ongoing transition is playing a pivotal role in propelling our world toward the future we envision – one characterized by zero crashes, zero emissions and zero congestion.

Our joint ventures have long been GM's driving force in China. Through The Durant Guild, GM's premium import and lifestyle platform in China, we are also working to bring in new energy vehicle (NEV) models targeting untapped niche segments, including the Ultium-based Cadillac CELESTIQ ultra-luxury sedan, to co-create diversified lifestyles with our customers.

### **Electrifying Tomorrow**

GM remains firmly committed to an all-electric future. In China, we are building an increasingly diversified NEV portfolio with global and local solutions covering battery-electric, plug-in hybrid (PHEV) and hybrid technologies. In 2024, battery-electric vehicles (BEVs) and PHEVs will account for the vast majority of new product launches in China for the first time.

GM's global platform Ultium empowers electrifying experiences, with new entries on the way from our SAIC-GM joint venture (including the Cadillac OPTIQ) to build upon a strong mainstream market presence established by the Buick ELECTRA E5 and ELECTRA E4 and join the Cadillac LYRIQ in exploring the luxury segment.

GM is also dedicated to developing locally tailored solutions in response to the distinctive needs of the Chinese market. Following the successful launches of the Wuling Hong Guang MINIEV and Bin Guo, more electrified offerings will be added by GM's SAIC-GM-Wuling joint venture in 2024 featuring its local solutions. They include an all-new NEV architecture launched by the joint venture in 2023 to support a full range of electrified vehicles.

Our focus is on enhancing the customer experience and helping drive wider EV adoption. SAIC-GM announced collaboration with fellow automaker NIO, following Tesla, to share its extensive charging access with users of Ultium-based vehicles. Meanwhile, SAIC-GM is developing its own charging services, including Ultium charging airport service centers that have opened in seven major cities. It is part of SAIC-GM's multi-tiered comprehensive charging ecosystem to serve highly diversified user scenarios, including airports, urban shopping malls, travel destinations and highway service areas. SAIC-GM's extensive charging network is now providing access to more than 600,000 charging poles in China.

### **Manufacturing Tomorrow**

GM is shifting more than 50% of its manufacturing footprint in China to EV production by 2030 in support of the rapid EV rollout. Following the successful inauguration of the Shanghai Ultium Center in 2021 and the Wuhan Ultium Center in 2022, GM marked another significant milestone in 2023 with the groundbreaking for its third Ultium manufacturing facility in China – the Dongyue Ultium Center in Yantai, Shandong. Mass production is slated to commence in the first half of 2025. By then, GM aims to achieve EV production capacity exceeding 1 million units in China.

Our factories in China have taken into consideration flexible manufacturing from day one so that they can follow customer demand to execute EV conversion efficiently and cost-effectively.

### **Revolutionizing Tomorrow**

The convergence of electrification and intelligent connected driving is the engine for revolutionizing driving. GM is taking parallel but distinct paths through the development and deployment of advanced driver assistance systems (ADAS) and autonomous vehicles (AVs), which can help lead to a safer, less congested future for all.

GM is leading the way for the responsible deployment of ADAS in China. 2023 saw the biggest product rollout of GM's latest Super Cruise technology in China. Following an evolutionary path with highway driving assistance, Super Cruise introduced an enhanced version with lane change on demand and automatic lane change, for greater driver convenience and comfort. The number of compatible roads across the U.S. and Canada where drivers can activate Super Cruise has jumped to 1.2 million km. In China, it is available for use on over 320,000 km of highways verified by the local map supplier. More than 257 million km have been driven accident-free globally with Super Cruise.

GM also continues to lead technology advancement and deployment at different levels of automated driving to bring real-world benefits to customers. GM began a yearlong Level-4 (L4) automated driving road testing program in Shanghai in August 2023 with the self-driving solutions it developed together with local AV startup Momenta in China for the Chinese market. The learnings will also benefit GM's intelligent driving technologies to be deployed in China as they continue to evolve and expand applicable scenarios – from restricted driving conditions such as highways to more demanding urban settings.

Additionally, a new software and digital business organization was established at SAIC-GM to bring faster innovation in software development and accelerate the deployment of digitalization. The newly assembled team will build upon GM's local competitiveness in intelligent connected vehicles to redefine the digital and intelligent experience for Chinese customers.

## **China EV Platforms**

### **Toward an All-Electric Future**

We believe the inflection point of putting everybody in an EV and transitioning to an all-electric future has arrived – and GM intends to lead. We believe platform innovation is crucial for taking us to that future. In China, GM is pursuing a two-pronged strategy to provide the most diverse EV choices – the global Ultium platform and SAIC-GM-Wuling’s locally developed NEV platforms. Through our premium import business, we are also working to bring in models targeting untapped niche segments, including the Cadillac CELESTIQ ultra-luxury sedan, to fulfill our customers’ desire for a dynamic and diverse lifestyle.

### **Ultium Platform**

The game-changing Ultium platform is the industry’s first hyperscale platform, providing the power, range and flexibility to make almost every vehicle an EV. It allows us to quickly build a diverse EV lineup to suit a range of price points. To support the rapid rollout of EVs, GM has launched two Ultium Centers, with a third on the way, to assemble battery packs for locally produced Ultium-based EVs. They use industry-leading intelligent manufacturing processes and uphold GM’s global standards to ensure quality deliveries.

### **Global Small Electric Vehicle (GSEV) Platform**

SAIC-GM-Wuling is playing an important role in GM’s NEV strategy in China. Since 2017, the joint venture’s locally developed GSEV platform has been complementing the Ultium platform and enabling GM to continue building an EV for every purse and purpose. As of the end of 2023, eight small EVs – from the earliest Baojun E100 to the best-selling Wuling Hong Guang MINIEV family – have been based on the GSEV platform, which offers significant economies of scale and production flexibility.

### **All-New NEV Architecture**

SAIC-GM-Wuling launched its locally developed all-new NEV architecture in 2023. It will underpin EVs as well as plug-in hybrid electric vehicles (PHEVs) and hybrid electric vehicles (HEVs), enabling larger products with more flexible capabilities. As the first product based on the all-new NEV architecture, the Wuling Xing Guang compact-class sedan featuring PHEV and EV options was added to Wuling’s NEV portfolio.

### **Empowering EVs With Intelligent Connected Technologies**

The convergence of electrification and intelligent connected driving is the engine for revolutionizing driving. Software-defined vehicles (SDVs) can truly unlock a transformative experience for China’s tech-savvy customers. GM is also leading the way for the responsible deployment of automated driving technologies in China.

Launched in China in 2018, Super Cruise is introducing an enhanced version. It comes with richer map information, optimized software controls and a more intuitive user interface to make the whole assisted driving experience more convenient and relaxing. Super Cruise will be rolled out across Cadillac, Buick and Chevrolet models in China by 2025.

We are stepping up the development of additional next-generation technologies for the Chinese market. They include our door-to-door intelligent driving solution and our \$300 million investment in local autonomous driving startup Momenta, with safety as the overriding priority for product application.

## China EV Models

- Buick ELECTRA E4: The premium electric coupe SUV has a stylish, dynamic design. It offers an ideal combination of space, innovation, safety and superior handling to fulfill the diverse needs of EV buyers. With a 65-kWh battery, it has a range of 530 km\*. The available GS variant has all-wheel drive and an enhanced range of 620 km\*.
- Buick ELECTRA E5: The first Buick EV developed on the Ultium platform reinforces the brand's presence in the mainstream EV segment. The large five-seat SUV offers up to 620 km\* of range. It is equipped with the latest-generation Virtual Cockpit System, a standard 30-inch EYEMAX 6K curved display and available Super Cruise driver assistance technology for a premium EV experience.
- Buick VELITE 6: The best-selling Buick EV in China offers an elevated EV experience. The sedan has a 50.3-kWh battery, with an EV range of 430 km\*. The battery can be recharged from 30% to 80% in 30 minutes.
- Cadillac LYRIQ: The first Cadillac EV developed on the Ultium platform, the all-electric luxury SUV offers a range of up to 653 km\*. It has expressive styling and artfully integrated advanced technology, including a large illuminated black crystal shield, distinct LED headlamp choreography, an industry-leading 33-inch 9K display, and a Cadillac-exclusive AKG Studio 19-speaker audio system.
- Cadillac OPTIQ: The all-new sporty and dynamic electric SUV in Cadillac's growing EV portfolio in China is available with the standard-range Luxury FWD and long-range AWD variants. It stands out from the competition through its youthful styling, fun-to-drive performance and intuitive technology.
- Baojun Yep: SAIC-GM-Wuling's first all-electric SUV has an electric range of over 300 km\*. The five-seat Yep Plus was added to the lineup in 2024, offering an extended range of 400 km\* and more intelligent and connected features. With a length of nearly 4,000 mm and a wheelbase of 2,560 mm, the Yep Plus is ideal for commuting, traveling and family fun.
- Baojun Yun Duo: Two options with a battery pack capacity of 37.9 kWh and 50.6 kWh offer a range of 360 km\* and 460 km\* to meet the needs of those who prefer urban commuting and those who appreciate long-distance travel. Thirty minutes of DC fast charging can charge the Yun Duo from 30% to 80%.
- Wuling Bin Guo: SAIC-GM-Wuling's first five-door all-electric hatchback has a roomy interior and cargo space. With a stylish design and EV range of up to 410 km\*, it has become the joint venture's second-best-selling EV in China. The Bin Guo PLUS offers numerous upgrades in EV range, body dimensions, handling and safety features.
- Wuling Hong Guang MINIEV: Since its launch in July 2020, it has been one of the world's most popular EVs, with cumulative sales of more than 1.1 million units. The family has special variants, including the Macaron, Gameboy Edition and Cabrio, with an EV range of 120-300 km\*.
- Wuling Xing Guang: The first Wuling product based on SAIC-GM-Wuling's all-new Tianyu NEV architecture and Wuling's first compact new energy notchback, it is available in both all-electric and plug-in hybrid versions. Equipped with Wuling's latest Shen Lian battery, the Xing Guang EV delivers an EV range of up to 510 km\*.
- Wuling Yang Guang EV: The first logistics van in SAIC-GM-Wuling's portfolio is powered by the new Wuling Red No. 1 battery pack that delivers an electric range of up to 300 km\* with a fast-charging

capability. It has an extra-large 6.5 cubic meters of cargo space and an industry-leading 270-degree large opening tailgate, along with a unique sliding door design.

\* EV range is based on the China Light-Duty Vehicle Test Cycle (CLTC)

## Environment

To help create a more sustainable world, we aim to become carbon neutral in global products and operations by 2040. We are working toward greater efficiency in our products and operations through our production processes and the resources we use.

### Emissions Mitigation Plan

We have developed our emissions mitigation plan in line with our vision of a world with zero emissions. It is guiding our efforts to create inclusive solutions that address everyone’s unique needs.

### Where We Are Now

Our increased sourcing of renewable energy and our growing EV portfolio have contributed to an overall reduction in our total greenhouse gas (GHG) emissions compared to our 2018 baseline.

Performance:

	2018 Consumption (Baseline Year)	2023 Consumption	Reduction Since 2018
Scope 1 Emissions	215,691 metric tons of CO2e	117,351 metric tons of CO2e	45.6%
Scope 2 Emissions	1,189,826 metric tons of CO2e	669,502 metric tons of CO2e	43.7%
Scopes 1 & 2 Emissions	1,405,517 metric tons of CO2e	786,853 metric tons of CO2e	44.0%

Note: The data include GM’s equity share of joint venture, Scope 1 and 2 emissions reported as Scope 3 category 15 in GM Global Sustainability Report.

### Our Targets

To help us achieve carbon neutrality in global products and operations by 2040, we are committed to achieving the following milestones and science-based targets.

#### Scopes 1 and 2

By 2035:

- Source 100% renewable electricity globally.

## How We Will Get There

### Scopes 1 and 2

- Improve energy efficiency: Reduce overall energy use by lowering intensity levels and operational loads at our facilities.
- Continue to explore opportunities for fuel reduction, alternative fuels and new technology, focusing on paint and heating, ventilation and air conditioning (HVAC) demand.
- Increase our use of renewable power for electricity.

## Operational Energy Efficiency

Our energy conservation and renewable energy program, guided by science-based targets, will help us reach our targets. As part of our strategy to reduce Scope 1 and 2 GHG emissions, we are working to lower energy consumption by improving efficiency.

Every manufacturing plant in China has an energy sufficiency and reduction plan, which has led to several hundred energy-saving projects across the company. We hold monthly energy meetings to share best practices and review monthly performance on energy and water use.

In 2023, all GM JV plants in China actively carried out energy-saving activities. They completed greater than 550 energy-saving projects, which saved greater than 14,000 tons of standard coal and generated cost savings of over RMB 60 million.

We have held two energy treasure hunts per year in China since 2018. Over the past six years, these detailed reviews of equipment and processes have helped us identify 180 energy-reduction opportunities that have the potential to save about RMB 50 million.

During energy treasure hunts at the SAIC-GM Dongyue base and SAIC-GM-Wuling Qingdao base in 2023, participants identified 30 energy-saving opportunities that are expected to lead to energy savings of greater than RMB 11 million and a reduction in carbon dioxide emissions of over 6,500 tons.

SAIC-GM's Wuhan base installed a 20-MW solar panel array at its parking lot and production plant. It began operation at the end of 2023, taking the total installed photovoltaic power generation capacity of the Wuhan base to 40 MW.

During the 2023 International Green Zero-Carbon Festival, GM China received the 2023 Excellent Sustainable Development Contribution Award and the 2023 Outstanding Green Communication Award for the GM China Wildlife Habitat Council program. It is the second year in a row that GM China was honored.

## Sustainable Manufacturing

GM is working with its joint ventures across China to explore potential energy-saving opportunities through management and technical innovations, energy efficiency improvements and more efficient manufacturing.

## **ENERGY STAR Challenge for Industry**

All GM JV manufacturing sites in China have joined the U.S. Environmental Protection Agency (EPA) ENERGY STAR Challenge for Industry, which requires participants to reduce source energy intensity by 10% over five years. GM China's joint venture facilities have met the ENERGY STAR Challenge 33 times since 2009.

Two plants in China were honored in 2023: The SAIC-GM-Wuling Baojun Assembly Plant experienced a 14.8% reduction from 2021 to 2022, and the SAIC-GM-Wuling Baojun Engine Plant had an 11.9% reduction from 2020 to 2022.

## **Green Factory Certification**

The National Green Factory program organized by China's Ministry of Industry and Information Technology recognizes enterprises that meet its criteria for "green development." The criteria include implementing green manufacturing systems and supporting industrial areas in moving toward carbon neutrality.

- In 2023, SAIC-GM Dongyue Powertrain received Green Factory recognition, SAIC-GM's Wuhan base was certified as a Green Factory and received provincial and municipal subsidies of RMB 1 million each, and the SAIC-GM Norsom base received a government subsidy of RMB 200,000 for green factories.
- After on-site supervision and evaluation organized by the Department of Industry and Information Technology of Guangxi Zhuang Autonomous Region, SAIC-GM-Wuling retained Green Factory certification and was recognized as a Guangxi Intelligent Manufacturing Benchmarking Enterprise.

## **Carbon Emission Allowance Management**

- In September 2023, the 2022 carbon emission verification of SAIC-GM's Jinqiao North and South Plants and Cadillac Plant was completed, with carbon emissions of 156,820 tons and a cumulative balance of 76,593 tons in the company's carbon emission account. Settlement and compliance work were completed in November 2023.
- In July 2023, the on-site verification of the 2022 carbon emissions of SAIC-GM's Wuhan base was completed, with carbon emissions of 132,481 tons and a balance of 8,547 tons. The carbon emission quota trade was completed in mid-December 2023, with revenue of RMB 380,000.

## **Waste**

The automotive industry is resource-intensive, so it is critical to integrate circular design thinking into our product development and operational footprint. Our goal is to divert more than 90% of operational waste from landfills, incinerators and energy recovery facilities by 2025 against a 2018 baseline.

In 2023, SAIC-GM implemented 63 emission- and waste-reduction projects, reducing solid waste by 261 tons and wastewater by 44,800 tons. SAIC-GM-Wuling's facilities reduced hazardous waste generation by 311 tons, a decrease of 3.4%, and saved RMB 1.91 million in hazardous waste disposal costs.

Upgrading and optimizing processes is the most effective means for reducing waste at the source. The paint shop at SAIC-GM-Wuling's Hexi base has increased the robot color changing interval from every 2-3 units to every 5-6 units by increasing the production rhythm of the color matching line, reducing the use of solvents and paint residue waste. It has cut the cost of hazardous waste disposal by RMB 400,000.

SAIC-GM PPO developed a trial-production flexible turnover packaging solution for battery-pack housing to meet different storage and transportation requirements. It worked with suppliers and engineering development teams to create a packaging recycling mechanism to reduce investment in packaging. After the program's implementation, the use of packing boxes for trial-manufactured battery-pack housing was reduced by 65%.

For waste that has been generated, refined management and the improvement of treatment processes can help improve the recycling rate. The SAIC-GM Powertrain Plant effectively separates mixed iron and aluminum chips generated in the production process by adding crushing, drying and optimizing magnetic separation processes. It has increased the utilization value of waste by RMB 4.6 million per year. In November 2023, SAIC-GM's Wuhan base was named one of the first Zero-Waste Factories by the city for its outstanding waste management performance.

### **Annual E-waste Drive**

In honor of Earth Day (April 22), GM China supported the 2023 American Chamber of Commerce Shanghai Annual E-waste Drive. Over the past decade, the program has provided repurposed digital technology to more than 75,000 underprivileged students to enable them to enjoy a better education, while protecting the environment.

GM employees in Shanghai donated obsolete and spare electronic items, including laptops, monitors, mobile phones, printers, iPads, keyboards, mice and headsets. In addition, GM China IT and GM China Sustainable Workplaces provided about 100 retired devices.

### **Nature**

Our work preserving biodiversity and restoring natural ecosystems includes encouraging our operations in China to participate in the Wildlife Habitat Council (WHC) certification program.

SAIC-GM's Jinqiao facility in Shanghai applied for WHC certification for the first time in 2023. It was Certified Gold for its excellence in avian and pollinator conservation, as well as the ecological education of employees.

PATAC, GM's automotive engineering and design joint venture in Shanghai, once again received WHC Gold Certification for its continuous and outstanding contribution to wildlife conservation at the SAIC-GM/PATAC Guangde Proving Ground in Anhui province.

## **Pollinator and Biodiversity Protection**

GM is committed to protecting the environment and encouraging environmental awareness among employees in their daily work and life. Our goal is to make GM the most inclusive company in the world and protect biodiversity.

In honor of April's Earth Day, the GM China Campus installed 20 insect hotels under the guidance of the Pollinator Protectors Alliance (PPA). The small wood structures provide shelter and a home for pollinators such as bees and butterflies, supporting their natural reproduction. GM China also encouraged employees to place their own insect hotels in their communities.

## **Buick, WWF and OPF Promote Environmental Protection**

In honor of the 52nd World Environment Day in June, Buick joined the World Wildlife Fund (WWF) and the One Planet Foundation (OPF) to launch the Everybody-in to Energize the Earth parent-child environmental protection science promotion activity. It supported 100 parent-child science classes in 67 cities across China to expand knowledge of energy and environmental protection, encourage young people to get interested in science and technology, cultivate environmental awareness, and explore more possibilities for environmental education.

## **Safety**

Strengthening our enterprise safety culture has been one of our most significant areas of focus. We strive for a culture where each person at our company decides to keep themselves and their team members safe — “People First, Task Second.” We have adopted a number of initiatives to drive accountability and drive home the message: Safety, it's personal, own it. At the same time, we are engaged in keeping members of the community safe.

### **2023 Global Safety Week: Looking Back to Look Ahead**

GM China and its joint ventures once again participated in Global Safety Week. This important annual activity, which marked its 10th anniversary in 2023 with the theme of “Looking Back to Look Ahead,” is about celebrating GM's foundational commitment to workplace and product safety, and employees' health and well-being.

Global and GM China executives talked with employees about building a safety culture, product safety and electric vehicle safety. Throughout the week, there were special programs to refresh knowledge of safety and embrace GM's “Look Ahead” behavior. Our joint venture sites also engaged in a range of meaningful interactive events that included arc flash training, ergonomic care, personal protective equipment (PPE) use and hazard hunting exercises.

A special activity was the Product Safety Forum, a collaboration between GM China and PATAC. It brought together experts in safety research, technology and advocacy for an open discussion, reminding the more than 100 participants to take a proactive, predictive and preventative approach to safety as they work toward achieving GM's vision of a future with zero crashes.

## **National Safety Month: Focusing on Safety and Skills**

2023 National Safety Month, whose theme was “Everyone Talk Safety, Everyone Master Emergency Response Skills,” was celebrated in June at SAIC-GM, SAIC-GM-Wuling and PATAC sites with the support of GM. More than 2,200 employees participated in person. They were joined by over 12,000 employees online.

The activity kicked off with a series of interactive programs to maximize employee engagement. Targeted practical activities, such as safety toolbox talks, training programs, workshops, emergency response drills, field risk identification and safety risk control innovations, were a weekly focus and encouraged discussions among team members in individual shops and functions.

### **Special Safety Workshops**

The GM China Safety team partnered with GM’s Employee Assistance Program to conduct a safety behavior workshop focused on the impact of human tendencies and how they can compromise safe decision-making. Thirty-five individuals from the GM China Campus and SAIC-GM along with 33 online participants from SAIC-GM-Wuling joined the workshop, which featured numerous interactive group exercises to increase understanding of motivation behind making choices in everyday situations, whether at work or home.

In April, the GM China Safety team organized Power-on/MPS Workshops at the GM China Campus and joint ventures to address lockout and monitored power requirements, which are important components of energy hazard control. The program created awareness of government requirements and, more important, a strong understanding of how to satisfy safety requirements with hands-on practical application. Lockout energy control events were also held at SAIC-GM-Wuling and the GM China Campus to protect employees from the risk of hazardous energy associated with servicing and maintaining electrified vehicles.

### **EVOS Emergency Response & Fire Prevention Events**

Lithium batteries, electric vehicles and charging poles are rapidly growing in use across China. Taking reliable measures and adopting best practices, plus being proactive in emergency response, are important for helping to prevent a potential incident from happening.

The GM China Safety organization led a series of safety studies at both the GM China Campus and joint ventures to support safety in parallel with the EV business development. November’s National Fire Prevention Month in China provided a great opportunity to share progress in electrical vehicle occupational safety (EVOS) emergency response and fire safety and carry out EVOS incident emergency response practice drills at GM China and joint venture sites.

### **Safe Kids Safe Ride Program Marks Its 10th Anniversary**

The Safe Kids Safe Ride program has been promoting the safety of children in and around vehicles since its launch in 2014. It has reached out to more than 6,200 kindergartens, primary schools, and children’s and maternity hospitals in over 160 cities across the country, benefiting more than 20 million children and their parents.

The program has also conducted five surveys and research on child passenger safety, advocating for the inclusion of relevant content on child safety seats in local and national laws and regulations. In November 2023, GM China in collaboration with Safe Kids Worldwide (China) released the latest "Shanghai Child Passenger Travel Safety Research Report" and launched the immersive Child Traffic Safety Public Class.

SAIC-GM-Wuling's labor union joined the local community in Liuzhou, Guangxi, for a Safe Kids Safe Ride program activity. It was the joint venture's first activity of its kind in its hometown. The activity not only contributed to keeping children safe but also advocated for the proper use of child safety seats.

## Quality

Quality is an absolute priority at all of our sites worldwide. GM's Global Vehicle Development Process is founded on a commitment to listening to the voice of the customer, product enhancements and EV innovations, supported by key initiatives and core behaviors:

- **Listening to the Voice of the Customer:** We have implemented a robust customer feedback collection system that has allowed us to gather valuable insights directly from our customers. Through surveys, feedback forms and other channels, we capture their thoughts, opinions and suggestions, enabling us to better understand their expectations.
- **Product Enhancements:** Building upon the insights gained, we have implemented a range of product enhancements to address customer needs and exceed their expectations. These improvements include software and hardware, and span design, functionality, reliability, the user experience and more, ensuring that our products remain at the forefront of quality and innovation.
- **EV Innovations:** Through continuous research and development, we have significantly improved the range of our electric vehicles. With continuous advancements in battery technology, we monitor battery traceability through the entire lifecycle. From battery manufacturing, sales and replacement, to used battery collection and retirement, we have improved the overall experience and further positioned our electric vehicles as a practical alternative to traditional ICE vehicles.

We are driving our culture of continuous improvement through Operational Excellence (OpEx) training and projects. In China, this involves projects to save energy, reduce waste and promote robust product design, and includes many of our joint venture bases and plants. In 2023, more than 1,500 people were trained in OpEx methodologies, which were applied on more than 500 projects and generated millions of dollars worth of benefits. In addition, five projects received top honors at the annual CAQ (China Association for Quality) OpEx competition in July.

Our Environmental, Social and Governance (ESG) principles and strategies are strongly supporting GM's unwavering commitment to China and helping us achieve our company's targets globally. Our joint ventures have gotten actively engaged as well. Three ESG projects at SAIC-GM-Wuling's Liuzhou Hexi base and Qingdao branch received awards of excellence from the CAQ in August 2023.

## **People**

Our people drive our innovation. Their talent, commitment and diverse perspectives are key to our ability to shape a future with zero crashes, zero emissions and zero congestion. GM works with internal and external resources to support the ongoing development of its talent base.

### **Grow People Diversely**

GM China cooperated with the prestigious Tsinghua University for the second time to develop and deliver the GM-Tsinghua Transformational Leadership program. It was created to equip over 40 middle and senior-level managers with transformational leadership skills to support business growth and innovation. Besides receiving classroom training at the Tsinghua University campus in Beijing, participants visited ByteDance to learn about its digital marketing strategy and met with government officials at the State Information Center.

Continuously recruiting high-quality talent is also important for building a successful business. GM China has made the recruitment of PwD (People with Disabilities) a focus in line with its commitment to diversity, equity and inclusion. In 2023, we hired four new PwD in various functions. Meanwhile, we upgraded GM China Campus facilities to provide a more accommodating environment for PwD.

GM China is also focused on the growth of young talent. We hosted the second Summer Camp for employees' high school children to provide them an immersive learning experience at the company. The students worked on actual projects involving various functions, acquired basic business knowledge, toured brand centers, and connected with experts from different backgrounds to better understand GM China, including its business and culture.

### **Identify Company Role Models**

In 2023, we began identifying cultural transformation pioneers among our employees. Short videos and engaging interactive content enable them to tell their stories. During company meetings, these pioneers' stories are used to help everyone vividly understand the desired behaviors and become part of the cultural transformation of GM.

GM China also began exploring how to leverage coaching to empower its managers and drive the transformation toward a culture of adventure, agility and innovation with the introduction of Leader as Coach workshops. Innovative coaching concepts are leveraged to help facilitate mindset and behavioral changes. Over 80 leaders participated in the initial workshops, helping to foster a consensus on coaching culture and skills.

### **Support Employee Health and Well-Being**

GM China has always regarded its employees as assets. We organized 17 programs and activities in 2023 to promote their health and well-being, and a proper work-life balance. They included monthly health tips, health training and workshops, the installation of an automatic blood pressure monitoring machine at the GM China Campus, the launch of the Employee Assistance Program with a hotline and on-site consultation, seasonal flu shots, and the annual GM China Health Week that in 2023 engaged employees in Shanghai and Beijing under the theme of "I Love Myself."

## **Social Development Collaboration**

By leveraging the resources of our stakeholders, GM China and our joint ventures engage in sustainable social development in the communities where we live and work.

### **Chevrolet Red Chalk Program**

Chevrolet has supported education in rural areas of China through its highly acclaimed Red Chalk Program since 2006. Over the years, more than 1,200 volunteers have taught innovative classes on topics such as music, sports and art to broaden students' horizons while enhancing their teachers' capability. They have visited 139 schools in 29 provinces and municipalities, benefiting nearly 40,000 rural students. The program received the People's Corporate Social Responsibility Award – Case of the Year Award for its profound influence.

### **SAIC-GM-Wuling Supports Flood Relief**

The Social Emergency Forces Backbone Training Program initiated by SAIC-GM-Wuling guides the standardized participation of social emergency forces in emergency rescue operations. In response to the torrential 2023 summer rain in northern China and the Huang-Huai area, more than 50 trainees visited flood-stricken areas in collaboration with the Chinese Red Cross Foundation and International Academy of the Red Cross and Red Crescent to carry out relief work.

### **GM Volunteers Support a Clean and Green Community**

Serving the local community is an important part of GM China's focus on giving back to society. On September 22, it joined the NPI Foundation and Pudong's Hudong sub-district in Shanghai to support the Green Home – Community Charity Action activity. GM China employee volunteers helped with the renovation, maintenance, cleaning and transformation of the community's green areas. At the end of the day, the participants adopted individual trees in the community's cherry blossom garden, beginning a long-term connection with the green space.

### **GM China Sponsors Student Company Program**

The Student Company program is a practical entrepreneurship activity for high school freshmen and sophomores sponsored by GM China in collaboration with Junior Achievement China. Through a targeted curriculum design and guidance from corporate volunteers, participants have the opportunity to unleash their creative ideas; put forward new business plans for environmental protection, community revitalization, cultural and creative peripherals, and life services; and more. They can also actively participate in team building, conduct needs assessments, engage in research and development, and take part in the entrepreneurial process, including marketing.

In 2023, the program launched a sustainable development module, extending its impact both inside and outside the classroom. It leverages online micro-courses, offline workshops and project showcases, giving students a hands-on entrepreneurship experience. In the fall semester of 2022, it was expanded to six major cities: Shanghai, Beijing, Chengdu, Xi'an, Changsha and Shenzhen. By the end of the 2023 academic year, the cumulative number of participants in the program is expected to exceed 5,500 high

school students, and the number of students who have benefited from online activities such as the livestreaming of product launches and mentor sharing is expected to surpass 5 million.

GM China received the 2023 Outstanding CSR Award and the Annual ESG Best Case Award at the Creating Goodness through Public Welfare: 2023 13th Philanthropy Festival and 2023 ESG Summit. Regarded as the most influential annual philanthropy and charity event in China, the activity honored GM China for its longstanding support of children and students.

## **Governance**

We have robust governance structures and policies in place to manage our business in a responsible and ethical way. These strengthen our company, build a strong foundation for our sustainability strategy and help us address environmental and social issues.

### **Environmental Management and Compliance**

We provide global guidelines to help reduce the impact of our activities on the environment. GM's Guiding Environmental Commitments are the foundation of our updated **Global Environmental Policy**. This serves as a resource for all GM employees worldwide, encouraging environmental awareness in daily conduct and in the planning of future products and programs.

All manufacturing facilities that GM owns and operates, and most of our global non-manufacturing sites, have implemented an Environmental Management System.

### **Ethics**

GM is dedicated to maintaining an ethical performance culture and living up to our core values and behaviors in everything that we do.

We believe that the tone for our ethical performance starts at the top. Our **Code of Conduct** – Winning with Integrity – is a guide for how all employees, including the Board and the Senior Leadership Team, play their part in fostering our ethical performance culture across GM and protecting our reputation for integrity in the marketplace.

GM's Chair and CEO, and other members of our Senior Leadership Team, regularly emphasize to all employees the importance of knowing the Code and striving to do the right thing, even when it is hard. We monitor the presence and practice of our ethical culture by conducting surveys, including a risk assessment and ethical culture survey in 2023.

A compliance network consisting of members from different business functions was set up to promote an ethical culture and add value to the communication of compliance messages. All team members receive annual corporate required training. In addition, a regional compliance professional delivers face-to-face compliance training to new hires to help them better understand the ethical culture and the compliance requirements of the company.

GM was the only original equipment manufacturer (OEM) automaker on Ethisphere's World's Most Ethical Companies list for the fifth straight year.