



2020 GM China Corporate Social Responsibility Report

Leadership Message



We're moving through the world in a new way, taking EVs mainstream and executing against a growth strategy that imagines our future beyond the vehicle, while accelerating our social and environmental impact.

Mary T. Barra

Chair and Chief Executive Officer

General Motors China has made a commitment to our communities, customers, partners and employees that goes beyond building and selling cutting-edge vehicles. We are also playing a leading role as a responsible corporate citizen to make our world a safer, smarter and greener place for today's generation and generations to come.

Julian Blissett

Executive Vice President
GM China President





General Motors Is Fostering Smart, Safe and Sustainable Communities in China

We See a World with
ZERO Crashes, ZERO Emissions, ZERO Congestion

Safety is Our Priority

Sustainability is at the Core of Our Business

Education is Paving the Road to Our Future



GM Was Named One of the 2020 World's Most Ethical Companies

GM China Was Honored by Gasgoo as the Most Socially Responsible Automotive Company



How We Behave



Be Inclusive

I create moments every day that value backgrounds, opinions and ideas that may be different than my own.



Think Customer

I consider the customers' needs in everything I do.



Innovate Now

I see things not as they are but as they could be.



Look Ahead

I make decisions now with the long-term view in mind and I anticipate what lies ahead.



One Team

I collaborate cross-functionally to achieve enterprise-wide results.



Be Bold

I respectfully speak up, exchange feedback and boldly share ideas without fear.



It's On Me

I take accountability for safety and my own actions, behaviors and results.



Win with Integrity

I have a relentless desire to win and do it with integrity.



Driving to an All-Electric Future

GM is moving to a future of zero crashes, zero emissions and zero congestion at an unprecedented pace. Electrification is crucial for achieving this vision.

Accelerating the “Drive to 2030”

With a focus on electrification and connectivity, we are accelerating the “Drive to 2030” initiative, which is tailored for China.



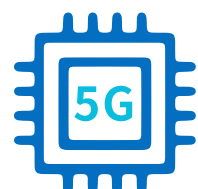
Electrification

- Debut of GM’s third-generation global electric platform, Ultium.
- By 2025, more than 40% of GM’s new launches in China will be electrified models.



Intelligence

- GM will promote and upgrade the Super Cruise™ intelligent driver assistance system in China.
- GM will accelerate the development of China-specific solutions for intelligent connected vehicles. The first vehicle equipped with vehicle-to-everything (V2X) technology, a Buick GL8 MPV, was launched in China in 2020.



Connectivity

- Nearly all GM vehicles in China from its global brands, including Cadillac, Buick and Chevrolet, will be connected via flexible platforms.
- GM will capitalize on mega-trends such as 5G, artificial intelligence, smart cities and big data.
- The most up-to-date connected services will be provided through over-the-air (OTA) updates.

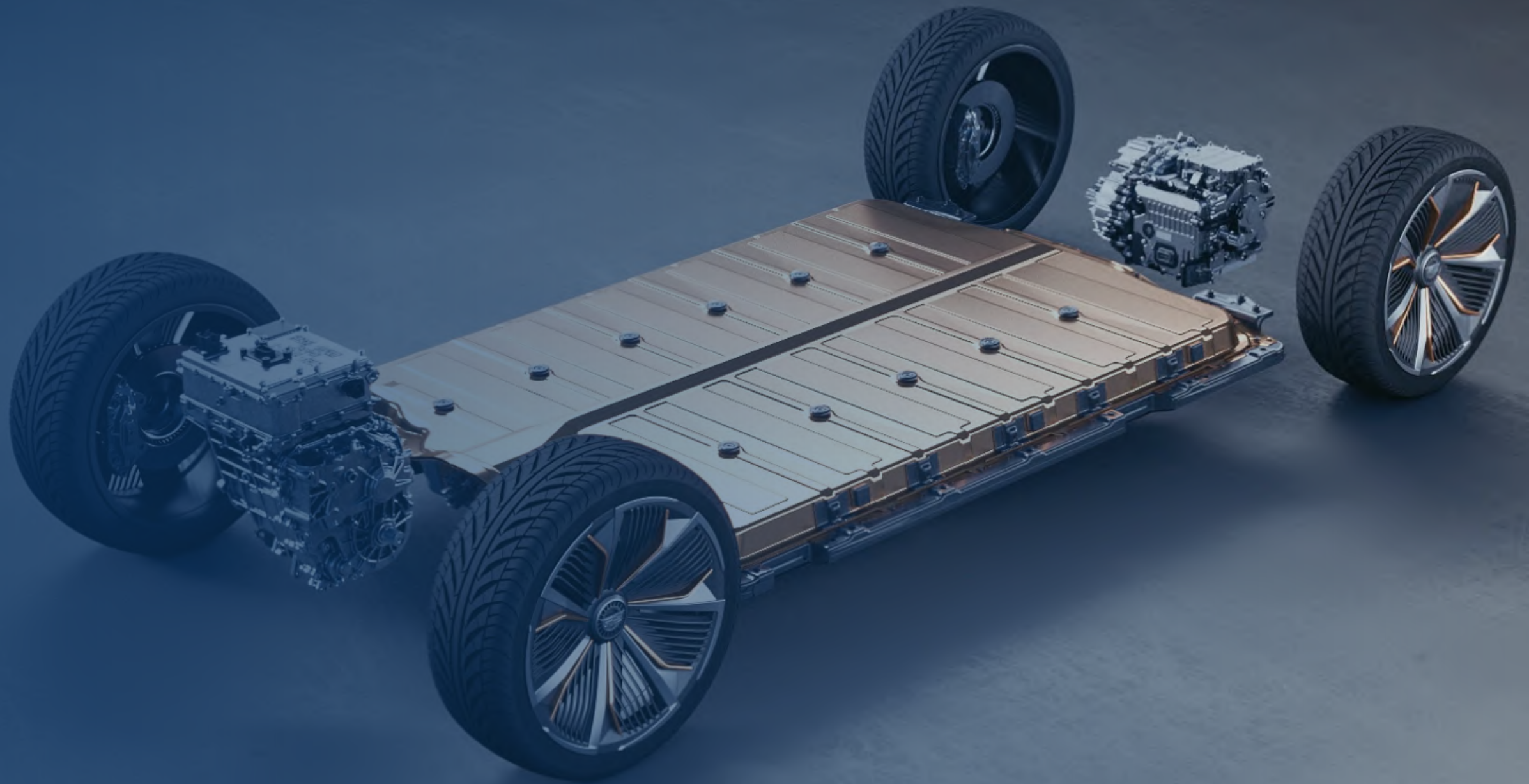


We are blending global insights and scale with local market expertise to redefine what is possible for our customers and for society.

Julian Blissett

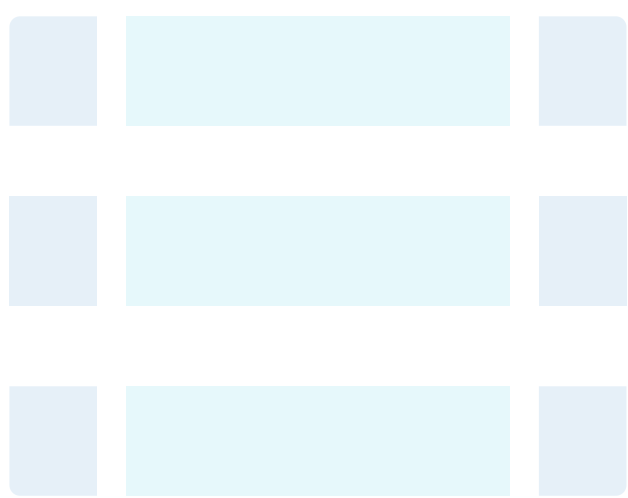
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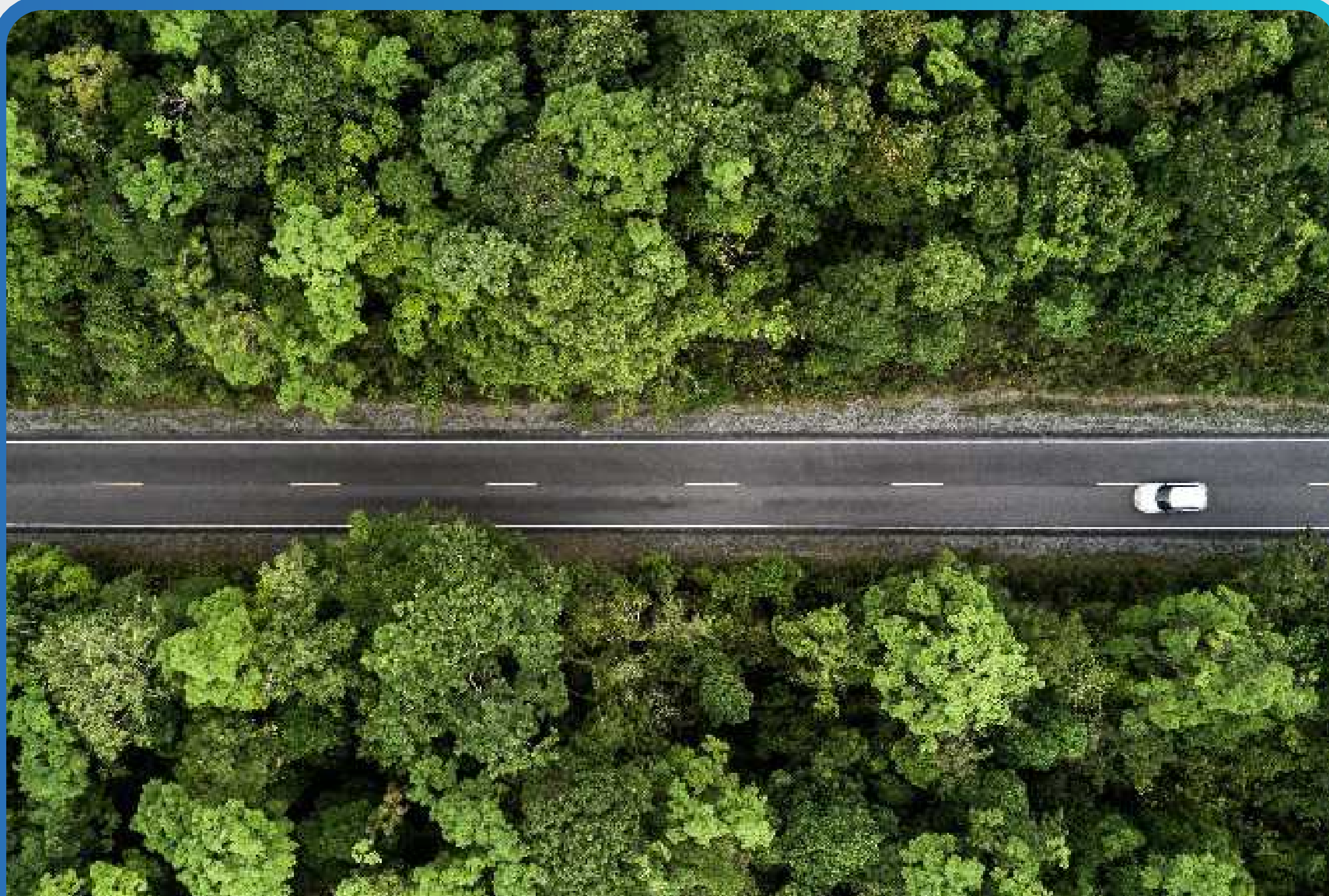
State-of-the-Art Ultium Platform



The Ultium platform is a critical element in GM’s all-electric future. As a hyperscale platform based upon a core set of modular batteries and drive units, Ultium perfectly embodies the “less is more” concept. The platform also adopts a wireless battery management system, the first of its kind used on a production electric vehicle (EV). It will continuously increase the cost-effectiveness of EVs through scale and technological innovations.

The first product empowered by the Ultium platform, the Cadillac LYRIQ, will officially be introduced in China in early 2022.





Environmentally Friendly

GM believes that the harmonious and sustainable coexistence between people and nature paves the way for development.



Green Manufacturing & Facilities

With the rise of intelligent manufacturing, GM is strengthening lean management along with the innovation of manufacturing processes in collaboration with its joint ventures to make the production of its vehicles in China more environmentally friendly.

Energy Conservation

GM actively shares its latest green manufacturing solutions with its domestic joint ventures to support a green production and manufacturing system. We are constantly improving our processes and introducing innovative methods, making steady progress on energy conservation and emissions reduction.

Achievements in 2020

(based on data from GM's joint ventures in China)



454

energy conservation improvement
measures implemented



10,591

tons of standard coal saved



37.47

million saved

Building Green Plants

In 2020, SAIC-GM made the list of green manufacturers published by China's Ministry of Industry and Information Technology (MIIT).

The SAIC-GM Dong Yue North Plant in Yantai, Shandong, met the ENERGY STAR Challenge for Industry by reducing its energy intensity by **10.5%** between 2017 and 2019.



GM China's joint venture facilities have been honored 23 times since 2009.

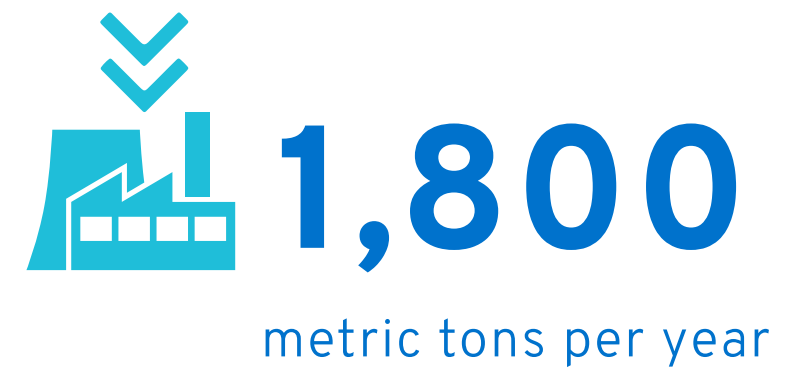
Energy Treasure Hunt to Increase Energy Efficiency

In 2020, GM China, together with relevant global experts and its joint ventures, conducted an Energy Treasure Hunt for the third consecutive year. This activity identified 30 potential opportunities to save energy. With support from the GM China Sustainable Workplaces team, it is expected to generate annual cost savings of about RMB 8 million.

Resource Recycling

Reducing Emissions in New Ways

GM advocates the use of the latest green paint shop technology. In 2020, SAIC-GM production facilities in the cities of Wuhan, Shenyang and Yantai absorbed and incinerated 100% of gas waste from water-based intermediate and color paint. As a result, volatile organic compound (VOC) emissions have been reduced by about 1,800 metric tons per year.



SAIC-GM's Cadillac plant in Shanghai was named the benchmark for VOC management in China's automotive industry

Adopting the most advanced technologies has made its paint shop nearly 300% cleaner than conventional paint shops, with up to 95% of VOCs removed.

GM's SAIC-GM-Wuling makes full use of the remaining energy in retired batteries from the Baojun E100 and E200 electric vehicles by recycling them.

In 2020, it put into operation energy storage power stations in Guangxi and Shandong. With up to **1,000kWh** of storage capacity and rated power of **250kW**, they represent an innovative concept for addressing the challenge of what to do with used batteries in China's booming EV market.





In 2020, SAIC-GM-Wuling held the "I am the Actor for a Beautiful Wuling" Energy Conservation and Emission Reduction Innovation Competition to encourage its employees to get involved in sustainability. Fourteen innovative emission-reduction projects were completed, with a focus on water use reduction, residual glue and oil utilization, and chemical packaging management innovation.



14 innovative emission-reduction projects



Green Supply Chain

GM has developed an industry-leading supply chain partnership in China based on shared values. Through energy audits, training and technological innovation, it is helping its suppliers optimize their production to save energy and reduce emissions, thereby making every GM product greener.



Green Supply Chain Strategy

By **2025**



650

SAIC-GM expected number of green suppliers

Proportion of SAIC-GM's domestic suppliers

> 80%



530 million

Annual benefits in direct savings



312,000-ton

Reduction in CO₂ emissions



435,000-ton

Reduction in liquid waste generation



22,000-ton

Reduction in solid waste production



Sharing Information for Win-Win Cooperation with Suppliers

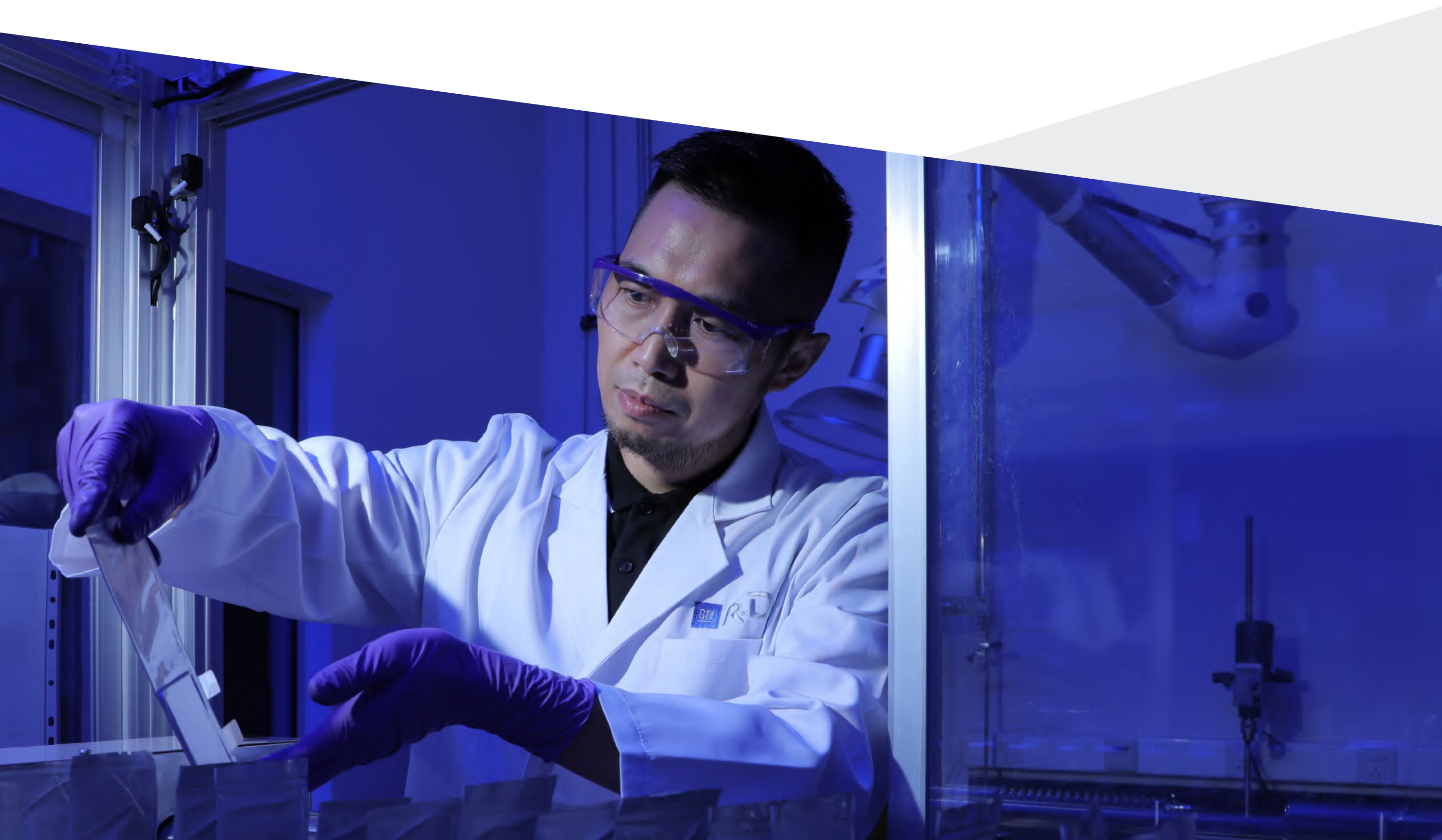
GM is working with its suppliers to create more innovative and sustainable solutions. This is helping the industry improve its green standards while supporting the production of more environmentally friendly products.

Lighter Products, Lower Energy Consumption

Reducing the weight of parts is one of the major means of reducing energy consumption and emissions in the automotive industry. Combined with the traditional die-casting process, GM's semi-solid slurry forming technology provides a new solution for reducing the weight of die-cast parts by nearly 40%. The technology will be applied to Ultium-powered models that will soon debut in China.

Leading the Transformation of New Energy Vehicles (NEVs)

In July 2020, Gotion High-Tech, a core supplier of SAIC-GM-Wuling, broke ground in Liuzhou, Guangxi, for its new power battery production base, with the full support of SAIC-GM-Wuling. The facility will have an annual output of 20 GWh of power batteries, accelerating the creation of an NEV ecosystem in Liuzhou.





360° Safety

Safety is the cornerstone of GM's everyday work and achievements. It is also a key factor in the company's strategy and decision-making. Our vision is ultimately aimed at creating an environment with 360° safety and zero injuries at GM, our suppliers and partners.

Five Dimensions for Zero Injuries

GM China's focus on safety is built on the five dimensions of **culture, knowledge, systems, data and risk mitigation.**



Culture

Safety is a thread that runs through all areas of GM.

We are committed to continuously enhancing employees' safety awareness.



Be Bold

GM China and its manufacturing joint ventures – SAIC-GM and SAIC-GM-Wuling joined the rest of GM in the celebration of 2020 Global Safety Week, whose theme was “Be Bold.” Key programs included a road safety promotion, an interactive Safe Kids Safe Ride program activity, a child home safety workshop, a physical assessment challenge, chemical control training and a chemical spill emergency response drill.



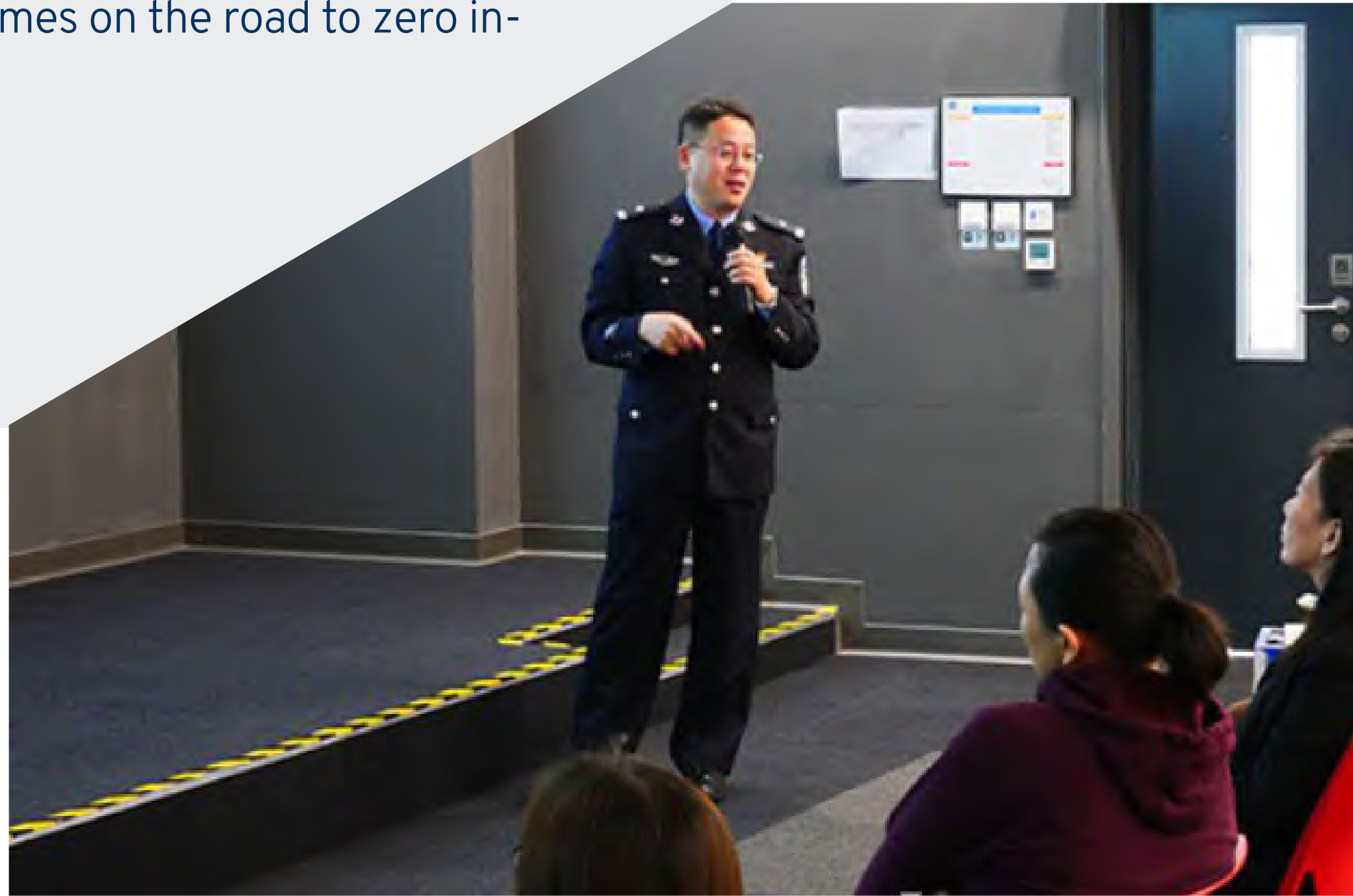
The joint ventures also selected and promoted six of their own Safety Heroes for Being Bold in Workplace Safety, Being Bold in Road Safety and Being Bold in Response to the COVID-19 pandemic.

Be Compliant

GM is focused on complying with all local regulations in the markets where it does business, and offers continuous values-based guidance to ensure the proper behavior of its employees and protect the company's reputation. The 2020 GM China Compliance Fair reminded employees of the principle and far-reaching significance of Winning with Integrity.

Knowledge

GM is committed to continuously improving employees' skills and knowledge. We are keeping pace with the times on the road to zero injuries.



Training and Application

In 2020, GM China conducted practical skills training specific to working at heights and in limited space. It also held a lithium battery safety seminar and emergency drill. Given the COVID-19 outbreak, the GM China Safety team focused on developing distance learning methods, and organized two rounds of safety subject matter expert (SME) training and online discussions.

Relentless Traffic Safety Learning

A learning and sharing session about Shanghai traffic regulations was held. Obeying traffic regulations and traveling safely are important for all employees. This is part of GM's focus on zero crashes.

Systems

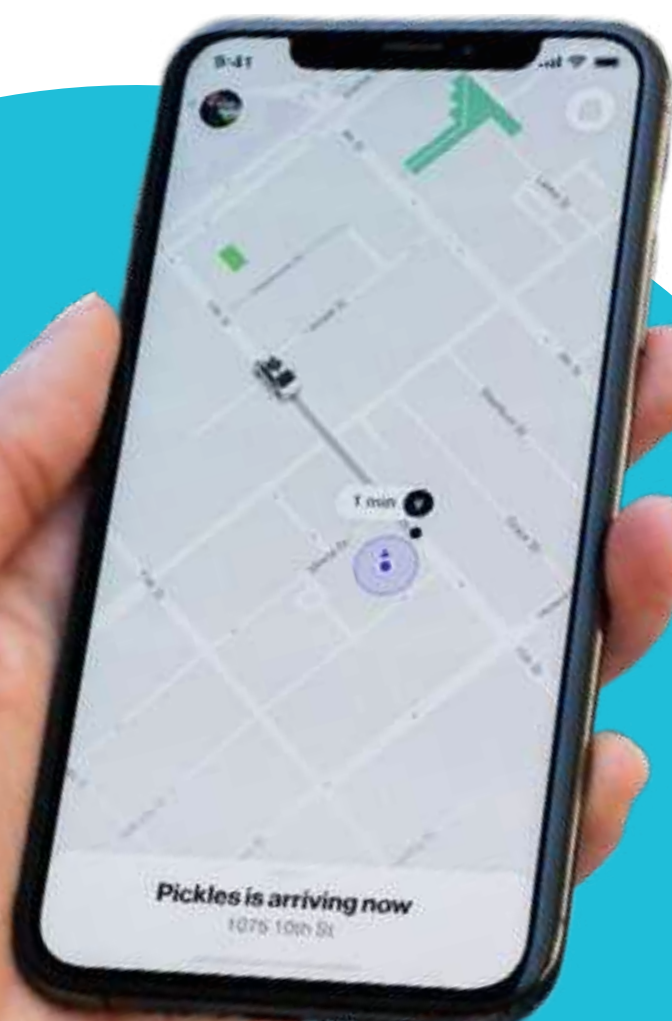
GM is partnering with its joint ventures under the principle of "consultation and cooperation for shared success."

Upgrading Safety Standards

The safety teams of GM and its joint ventures have jointly enabled the rapid transition toward the ISO45001 safety standard from the OHSAS 18001 standard with global safety systems and local regulations in mind. As a result, all eight GM production facilities in China became ISO45001 certified in 2020.

A Generally Applicable Safety Management System

We conduct regular safety training, counseling and site inspections every year to jointly improve safety management. At the same time, we use closed-loop system management to ensure that safety standards are consistent. In 2020, GM China's safety team organized cross-site WSS-PS benchmarking, verification and audit activities to continuously find and fix problems, ensuring that safety systems are effective in all workplaces.



Data & Risk Mitigation

The growing connectivity of vehicles has raised the requirements for the protection of electronic data and personal security awareness. Having a strong cybersecurity posture is critical for ensuring the security and privacy of customers, employees, vehicles and partners.

GM's all new Vehicle Intelligence Platform (VIP) acts like the central nervous system of a vehicle that connects, powers and controls nearly all aspects of vehicles. It is comparable to aviation systems in terms of network security upgrading, as it features layers of information security in hardware and software dimensions to ensure an unbreakable system.





Benefiting the Community

General Motors is working with our joint ventures to benefit the communities in which we live and work and explore a more sustainable development path for China's society.

Caring for the Next Generation

GM has stayed true to itself, as it continues to address child safety education, care for children in remote areas, and assistance for disadvantaged students. It works with charitable organizations and employee volunteers to support the growth of the next generation.



Helping Children in Need Realize Their Dreams

Every child deserves society’s support, as well as the opportunity to grow and succeed in a fair and welcoming environment.

Sorting Party for Village Kindergarten Students

Ledu, Qinghai, is located in a remote mountainous area of China, with poor infrastructure and limited economic opportunities. Despite the COVID-19 pandemic outbreak in 2020, the Village Kindergarten Sorting Party was held at the GM China Campus with the assistance of over 20 employee volunteers. During the activity, “giving bags” for 159 students were packed and sent to the Ledu Education Bureau for delivery to children in need.



中国发展研究基金会
China Development Research Foundation

The donations let the children feel the care and warmth of society in the cold winter.

Yan Cao

China Development Research Foundation




Chevrolet Red Chalk Program

In 2020, Chevrolet once again carried out the popular Red Chalk Program in China despite the pandemic. Volunteers went to rural areas in Yunnan, Gansu and Shanxi provinces to teach primary school students and bring warmth and care to them.

Since the Chevrolet Red Chalk Program began in 2006, over 1,000 volunteers have shared their knowledge and friendship with more than 33,000 children at 102 rural primary schools in 29 provinces.

 **1,000** volunteers

 **29** provinces

 **102** rural primary schools

 **33,000** children

**Chevrolet Red Chalk Program Named
2020 Outstanding
CSR Practice Program**



Drive to Green Platform

SAIC-GM's Drive to Green Platform, which was established in 2018, once again called for the donation of used books for children in rural villages in August 2020. It will use the donated books to open another Drive to Green library at a rural primary school in western China. The Drive to Green Platform earlier established four welfare libraries at village primary schools. 517 children have benefited. In addition, children in 42 villages have received 15,847 books donated by 8,012 caring families.



8,012 caring families



15,847 books



4 welfare libraries



517 children



Sponsoring Disadvantaged Students

Since 2013, GM China has partnered with Shanghai Sunrise, a local nonprofit organization, by sponsoring six students from disadvantaged families to enable them to continue their secondary school and university studies. In 2020, two of the students completed secondary school and were admitted to university. In November, GM China began sponsoring three more students, enabling them to pursue their dreams.



Safe Kids Safe Ride Program

GM China launched the Safe Kids Safe Ride program in cooperation with Safe Kids Worldwide in 2014 to benefit the most vulnerable vehicle users. In November 2020, GM China and its partner hosted a Safe Kids Safe Ride activity at Shanghai's Jinqiao Shopping Mall near the GM China Campus. Over 200 families participated, playing four interactive games that reflected the program's focus on raising awareness of safety in and around vehicles among children and their parents.





Inspiring Young Students

GM China also communicates directly with university students. Employee volunteers from our Human Resources, Marketing and R&D departments have met with students from Junior Achievement China (JA China) to share their insights on future automotive industry trends and discuss how to begin a career, helping students gain a clearer understanding of the automotive industry and career planning.

JA China:

“Youth represent the future of society. The insights shared by GM China give university students a better understanding of the automotive industry. This is very helpful for their future career development and becoming self-confident in the post-pandemic era.”



Rural Revitalization

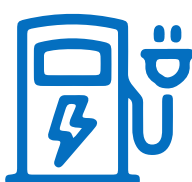
Targeted Poverty Alleviation

In 2020, SAIC-GM-Wuling helped Sanjiang County in Guangxi alleviate poverty by supporting five areas such as tourism, industry and education based on local conditions.



Tourism

SAIC-GM-Wuling will help to establish 170 car-sharing outlets. A shared new energy vehicle (NEV) business has been launched in the county, supported by the first 80 customized Baojun E100 electric vehicles.



Local Industry

SAIC-GM-Wuling will invest in the construction of charging piles and charging sockets for electric vehicles.



Education

SAIC-GM-Wuling will set up technology innovation rooms, inspiring classes, vocational education classes, etc. at primary schools. It has also created a plan to improve the competency of teachers at local primary and secondary schools.

Promoting NEV Sales in Rural Areas

In 2020, SAIC-GM-Wuling was one of 10 automakers that China's Ministry of Industry and Information Technology (MIIT), Ministry of Agriculture and Rural Affairs (MOA) and Ministry of Commerce (MOFCOM) selected as part of a campaign to promote NEV sales in rural areas.



Protecting the G7 Expressway

Cadillac and Tencent's Advertising Creative Lab jointly launched the Little 7 Green public welfare program on 2020 Arbor Day. The program takes its name from the populus euphratica that grows along the G7 Expressway.

The program is an extension of the Drive Sand Campaign and the Little Populus Plan that Cadillac launched in 2018 in collaboration with the Chinese Academy of Sciences and local government institutions to protect the ecological and human environment along the G7 Expressway, which runs from Beijing to Xinjiang. By the end of 2020, more than **980,000** trees had been planted.





Being People-Oriented

Employees are GM's most precious resource and the driving force for achieving its vision. We recruit talent to achieve excellence together.

Human Resources Development

Talent development and our people is the cornerstone of the company's growth. We recruit talent from all over the world and help employees unleash their potential, realize their value and build outstanding careers.



Attracting Diverse Talent

With a systematic approach to people development, we help current and potential employees define their personal aspirations and future direction early on. 2020 was the sixth year of GM China's EXCEL and TRACK programs. EXCEL is an internship program for university graduates that gives them the potential opportunity to become regular GM employees and rotate through different functions for 3 years. Many outstanding employees have been identified by way of the two programs.

I've been able to leverage my strengths in four different positions since I joined the EXCEL program in the Finance Department, and was selected to join the TRACK program as an analyst in 2017. This experience allowed me to gain a fast and full understanding of industry trends and our company's business, as well as finding my aspiration and interests while working. Going forward, I expect to advance toward excellence with GM.

Bill Bao

2020 TRACK Program graduate currently working in GM China Planning



Enabling Employees to Grow

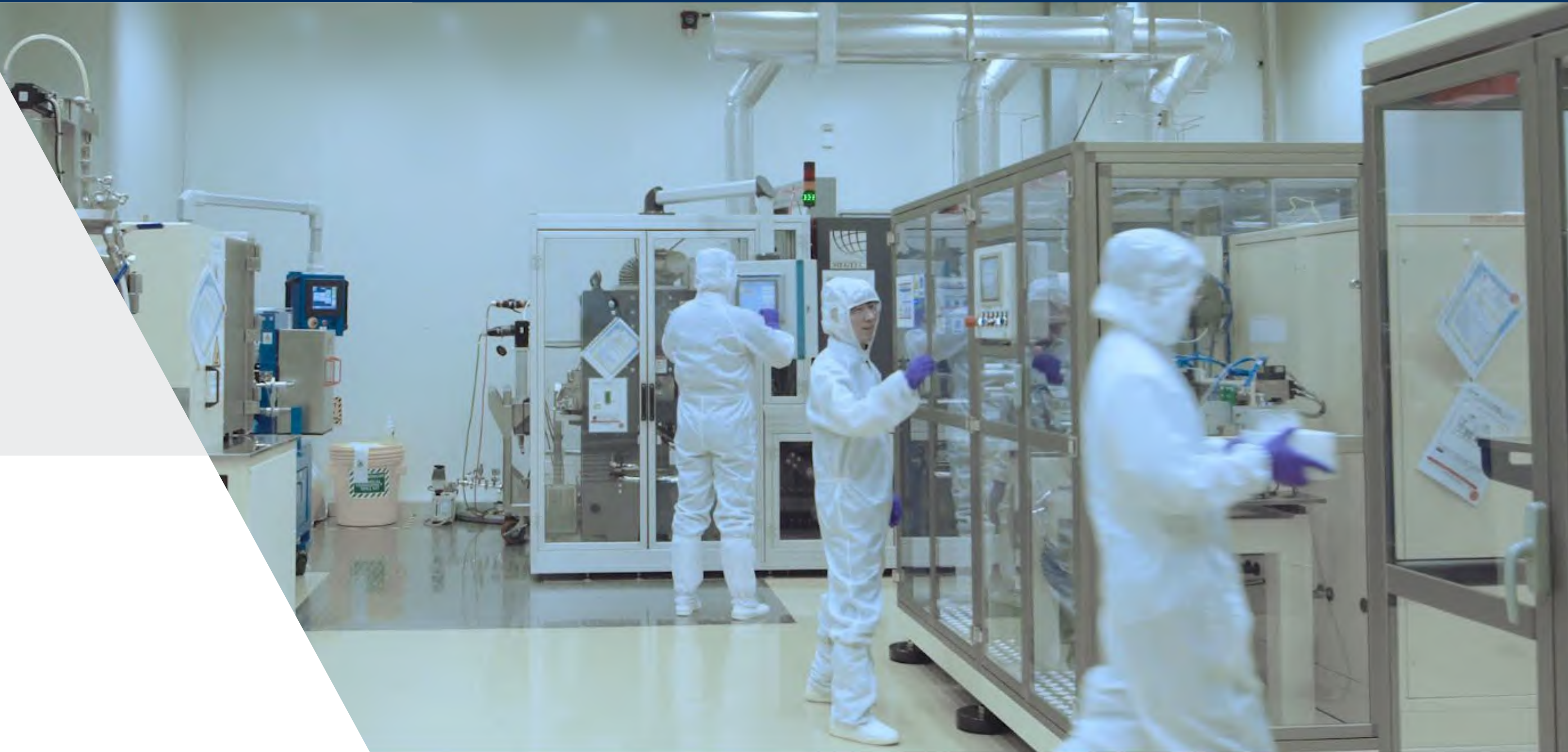
GM pays close attention to the growth of all employees, helping them improve themselves and reach their full potential. GM China offers career development planning to enable employees to explore more possibilities. In 2020, a total of 97 developmental opportunities were executed, among which, 18% are cross-functional developmental opportunities. We also replaced 6% of our expatriate positions by local China employees and offered meaningful international assignments to China local talents.

In 2020, the Workday HR application went live. With more user-friendly and comprehensive interfaces and functions, it helps employees access corporate resources, assess their personal development and achieve self-improvement in a more convenient manner.

I have been provided various opportunities through many different meaningful assignments across multiple work cultures in Shanghai, Seoul, Michigan and other places during my 15 years with GM. Looking back, I have always been fascinated by how many dynamic and inspiring people from different cultures I have collaborated with, always been enthralled by the power of diversity that sparks ingenuity and creativity, and always been amazed by the opportunities that GM provides its employees. It has really been a privilege and pleasant journey being part of GM!

Felix Jin

GM China Vice President, Corporate Development and Global M&A



Collaborating with the Academic Community

By deepening collaboration with the academic community, we are accelerating technological innovation and commercialization, leading the world into the future of mobility. GM set up a postdoctoral workstation in China in 2020.

“ We are conducting laser-focused and cutting-edge research, commercializing innovative technologies in advanced batteries, electric propulsion, connectivity and advanced materials for future GM products, and supporting GM’s vision of zero crashes, zero emissions and zero congestion for sustainable future mobility.

Dr. Jeff Wang

Site Leader, GM China Science Lab



Being Inclusive

Every employee enriches GM's culture with their distinct personality, background and ideas. We strive to create a diverse, inclusive work environment. Team members are encouraged to be themselves and respect the different voices around them.

In 2020, GM China focused on deepening its inclusive corporate culture, organizing relevant programs and discussions. It aimed to raise awareness of employees about the role of unconscious bias in helping shape an Inclusive environment.

The GM Women's Council China is helping to create a friendly, inclusive and inspirational working environment for female employees, so that every one can grow in the workplace. Since its establishment, the Women's Council has not only held a series of exclusive activities for female employees every year, but also teamed up with external organizations to encourage women to break new ground in the fields of science, technology, engineering and mathematics (STEM).

Work-Life Balance

GM values the health and well-being of its employees. Through a high-quality office environment and varied group activities, we seek to enable employees to enjoy an active and healthy life outside the office.

GM China Health Week has been an annual activity since 2013. In 2020, the theme was "A Healthy Life is a Happy Life." With the COVID-19 pandemic still impacting people's lives, it called on employees to exercise in order to strengthen their immune system. It also called on employees to pay attention to their mental health as well as their physical health. GM China Health Week concluded with the 2020 GM China Campus Olympics.



Green Consciousness

GM is committed to sourcing 100% renewable energy to meet its global electricity needs by 2035, five years ahead of its previous schedule.



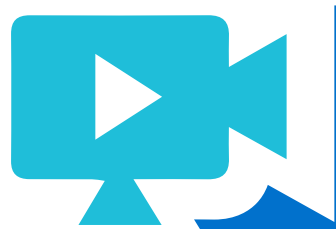


All In for Sustainability

For the second year in a row, GM challenged employees worldwide to think about how the company could become more environmentally sustainable. In China, GM actively supports World Environment Day every year in order to promote environmental protection and advocate environmental actions.



We held the online GM Time for Nature Photo Contest as well as daily quizzes on nature knowledge.



We created a video titled “A Green Day at the GM China Campus.”



For six years running, the GM China Campus in Shanghai and employees have responded to the call of Earth Hour, leading to savings of about 189 kWh of electricity.





Taking the Fight to COVID-19

2020 saw COVID-19 sweep the planet.
GM China and its joint ventures contributed
to the fight against the pandemic.

Early Response



5 million

GM China donated RMB 5 million through the China Red Cross Foundation in early 2020



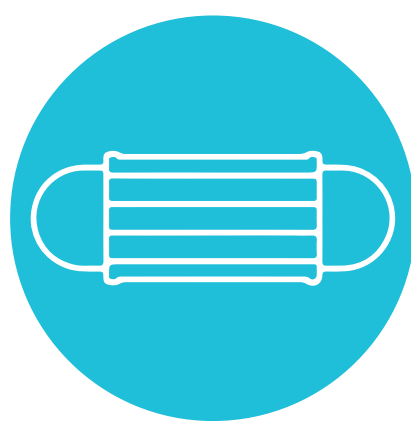
5 million

SAIC-GM announced the donation of RMB 5 million to the city of Wuhan



3 million

SAIC-GM donated RMB 3 million to Wuhan's Jiangxia District where the company locates



To address the severe shortage of pandemic prevention-related materials, SAIC-GM-Wuling quickly took the lead in starting face mask production with its suppliers and at its own facilities.

3 Days / 76 hours

3 days to deliver the first batch of face masks, 76 hours to complete self-developed production line.

7 Days / 1 million

7 days to deliver one million Wuling face masks.

200,000,000

Produced 200,000,000 face masks in total.

Donating to Research in Basic Disciplines

GM adheres to the concept of open innovation and focuses on the most critical aspects of society to benefit more people. In the midst of the COVID-19 pandemic, Cadillac and its China dealers donated RMB 15 million respectively to three top medical research centers in China. The funds are supporting medical talent development, advanced medical research and medical system development.



The National Center for Clinical Medical Research on Respiratory Diseases headed by

Nanshan Zhong

a member of the
Chinese Academy of Engineering



The Fudan University P3 Laboratory led by

Yumei Wen

a member of the
Chinese Academy of Engineering



The State Core Laboratory of Infectious Disease Diagnosis and Treatment headed by

Lanjuan Li

a member of the
Chinese Academy of Engineering

Overcoming Challenges Together

In order to support vehicle owners during the pandemic, the Buick, Chevrolet, Cadillac, Baojun and Wuling brands teamed up with dealers to launch caring services such as car viewing in the cloud, online car buying, and door-to-door vehicle pick up and delivery.

● 2020

In 2020, SAIC-GM-Wuling built 24 face mask production lines, with total production of 200 million masks. It donated over 50 million masks to those on the front line of prevention and control, micro and small enterprises, suppliers, dealers, customers and others. It also exported more than 50 million masks to 21 countries, including the U.S., the U.K., Germany, France, Australia, Thailand and India.

● February 20

SAIC-GM-Wuling kept up the fight against COVID-19 with the delivery of seven intelligent mobile temperature measurement vehicles to the Liuzhou government on February 20. The retrofitted Baojun E200 and E300 electric vehicles were equipped with AI detection and infrared temperature measurement systems. With a fever, the technology would issue a voice warning immediately and provide relevant data.

● April 20

A fleet of more than 70 Buicks provided by SAIC-GM dealers arrived at the medical observation post of the Shanghai First People's Hospital to take home medical workers who had returned from Wuhan. The fleet of GL8s, LaCrosses, Enclaves, Envisions and VELITE 6s showed our respect and thanks.

● September 8

SAIC-GM-Wuling was named an Advanced Group in the Country's Fight Against the COVID-19 Pandemic.

Cadillac made donations to three state-backed medical research institutions, supporting medical talent and system development, and advanced medical research.

● September 20

Chevrolet hosted a two-day visit to Shanghai Disneyland for the families of nine health care professionals from different cities in China who had fought the pandemic.

● December 31

The Chinese Red Cross Foundation presented an award to GM China for supporting the fight against COVID-19.

