Stock Code:600104

上汽集团
SAIC MOTOR

SAIC MOTOR CORPORATION LIMITED

ESG & SUSTAINABILITY REPORT

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About the Report

◎ Report Summary

This report is the Environmental, Social, and Governance Report (referred to as the "Report" or the "ESG Report") issued by SAIC Motor Corporation Limited with its subsidiaries (referred to as "we", "Company", the "SAIC Motor", the "Group"), and aims to elaborate on the Company's institutional construction and performance in Environmental, Social, and Governance (referred to as "ESG") and objectively disclose the Company's management and effectiveness in sustainable development, in response to the expectations of stakeholders and the general public.

◎ Data Sources and Reliability Statement

This Report has been reviewed and approved by the Board of Directors (referred to as the "Board") of SAIC Motor. The Board and all directors of the Company guarantee that there are no false records, misleading statements, or significant omissions in the content of this Report, and bear legal responsibility for the authenticity, accuracy, and completeness of its content.

There is a certain degree of indeterminacy in the plans or forecasts made for the future in this Report, and it is not ruled out that the Company may adjust the relevant plans or forecasts in the future. The content described in this Report has not been reviewed by an independent agency, and we hereby draw your attention to it. Unless otherwise noted, this Report is denominated in Chinese yuan.

◎ Basis of Reporting

This Report is prepared in accordance with the requirements of the *Environmental, Social, and Governance (ESG) Indicator System for State Owned Listed Companies in Shanghai* issued by the Shanghai State-owned Assets Supervision and Administration Commission and the *Guidelines No. 1 of the Shanghai Stock Exchange for Self-regulation of Listed Companies — Standardized Operation* issued by the Shanghai Stock Exchange. It also refers to the *Indicators Reference Systems for ESG Reports of Listed Chinese Central State-Owned Enterprises* published by the State-owned Assets Supervision and Administration Commission of the State Council and the *GRI Standards* set by the Global Reporting Initiative.

◎ Scope of the Report

This Report focuses on the information and data of SAIC Motor from January 1, 2023 to December 31, 2023 (referred to as the "reporting period" or the "year"). Some information and data may traced back to 2022 or earlier, or extended to 2024. Unless otherwise noted, the relevant content in this Report covers SAIC Motor and its subsidiaries. For details of the Company's business, please refer to SAIC Motor Corporation Limited Annual Report 2023.

◎ Access and Responses to the Report

SAIC Motor pays close attention to your opinions and feedback on this Report. The electronic version of the report has been uploaded to the Shanghai Stock Exchange website (www.sse.com.cn) and SAIC Motor's official website (www.saicmotor.com). Should you have any opinions or suggestions regarding the Company's social responsibility fulfillment, you can inform us through letters, phone calls, faxes, networks, etc. For detailed contact information, please refer to the Readers Feedback [illegible] of this Report.

Message from the Chairman

Faced with the profound impact of global climate change and the opportunity wave of a new round of technological revolution and industrial transformation, it has become a broad consensus and common responsibility of global automotive companies to drive innovation, accelerate green and low-carbon transformation, and promote sustainable development of enterprises and society. As the largest automobile group in China, in terms of production and sales, SAIC Motor adheres to the new development concept of innovation, coordination, green, openness, and sharing, with a user-oriented mindset, promoting system reform, technological innovation,and industrial cooperation. Meanwhile, we continue to accelerate the pace of transformation and development in the new track of electric intelligent vehicles.

In 2023, SAIC Motor's sales of new energy vehicles and in overseas markets markets continued to exceed "One Million Units", both breaking records. At present, we have provided new energy vehicle products to nearly 4 million users worldwide. SAIC Motor's vehicle products have entered more than 100 countries and regions around the world, becoming a safe, green, and intelligent "travel partner" for more and more consumers. While accelerating market development and transformation, we also have a deeper understanding of the responsibility we bear. Faced with the opportunities and challenges brought by industry changes, SAIC Motor actively to demonstrate not only the innovative strength of "Intelligent Manufacturing in China" to the world, but also the responsibility of the "SAIC Motor Brand" to global users.

We adhere to green and low-carbon development and fully implement the innovation and transformation strategy. SAIC Motor focuses on serving the national strategy of "Carbon Peaking and Carbon Neutrality". On the one hand, it vigorously develops new energy vehicles, which can be proved by the release of the "Three-Year Action Plan for the Development of New Energy Vehicles" in 2023, accelerating the transformation of its products towards high-end, intelligent, and green ones. On the other hand, in accordance with the transformation and development requirements of the new track, we further boost the in-depth integration of Company's strategy and ESG system construction, focusing on the green and low-carbon development of the automotive industry chain. We carry out carbon audits and strive to reach "Carbon Neutrality" throughout the entire industry chain and lifecycle via a series of low-carbon combinations including the elements of green energy, green materials, green technology, green products, green transportation, and green recycling, thereby making greater contributions to protecting our planet.

We adhere to the harmonious and mutually-beneficial concepts, and actively fulfill corporate social responsibility. To safeguard employee safety and health, we invested over 650 million yuan in safety production in 2023 and achieved 100% full coverage of employee physical examinations. To safeguard the shareholders' Interests, we strictly implemented cash dividends in accordance with the provisions of the *Company Articles of Association*, initiated the third round of share repurchases, and canceled approximately 108 million repurchased shares in the first round. At the same time, we actively engage in social welfare and charity work, continuously promoting cases of the Chevrolet's "Red Chalk Program", SAIC Volkswagen's "Starry Program", SGMW's "Love Action Program", and collaborating with institutions like the "Hanhong Love Charity Foundation" to participate in various social welfare actions in the fields such as rural revitalization, poverty alleviation, and education assistance. In 2023, the Company invested over 50 million yuan in funds and supplies, benefiting over 240,000 people. In the process of expanding overseas markets, we also actively support local education development, encourage equal employment, support disaster relief and reconstruction and other public welfare actions, and reach and share development achievements with relevant parties.

We adhere to integrity and standardized management and continue to improve the level of corporate governance. In 2023, we revised the basic management systems, such as the *Company Articles of Association*, policies regarding the connected transaction management and fundraising management. One external director was introduced to the Board, three new vice presidents were appointed to diversify the management team, and the chief legal counsel was employed to serve as the senior management personnel of the Company, continuously improving the Company's governance structure and institutional systems. At the same time, we adhere to the legal operation and compliance management and strictly fulfill the information disclosure obligations as a listed company. Since 2013, the Company has successively obtained the rating of "Class A for Information Disclosure of Listed Companies" from the Shanghai Stock Exchange.

"Delivering Extraordinary Mobility Solutions with Green and Sustainable Technology" is SAIC Motor's vision and mission to accelerate high-quality development in the new era. Since this year, our annual Corporate Social Responsibility Report has been upgraded to the ESG & Sustainability Report, which is not only a "Transcript" to record our continuous efforts toward the vision and mission, but also to show the public the image of SAIC Motor as a responsible, reliable and innovative Company. Meanwhile, this is also a "Task List", urging us to continue improving the performance of environment, society, and governance, allowing SAIC Motor to continuously demonstrate its core values of "Focusing on Consumers, Growing with Partners, Achieving through Innovation", and providing safer, lower-carbon and smarter mobile travel experiences to users around the world.

Chairman of SAIC Motor

About SAIC Motor

Company Overview

SAIC Motor Corporation Limited (referred to as "SAIC Motor", stock code 600104), as a leading automobile listed Company in China, achieved a total vehicle sales of 5.02 million units in 2023, of which 1.123 million new energy vehicles are sold and 1.208 million vehicles are sold overseas, ranking No.1 in China for 18 consecutive years. In August 2023, SAIC Motor was ranked 84th on the Fortune Global 500 list with a revenue of $110.6 billion from its 2022 consolidated financial statements, marking its 10th consecutive year among the top 100.

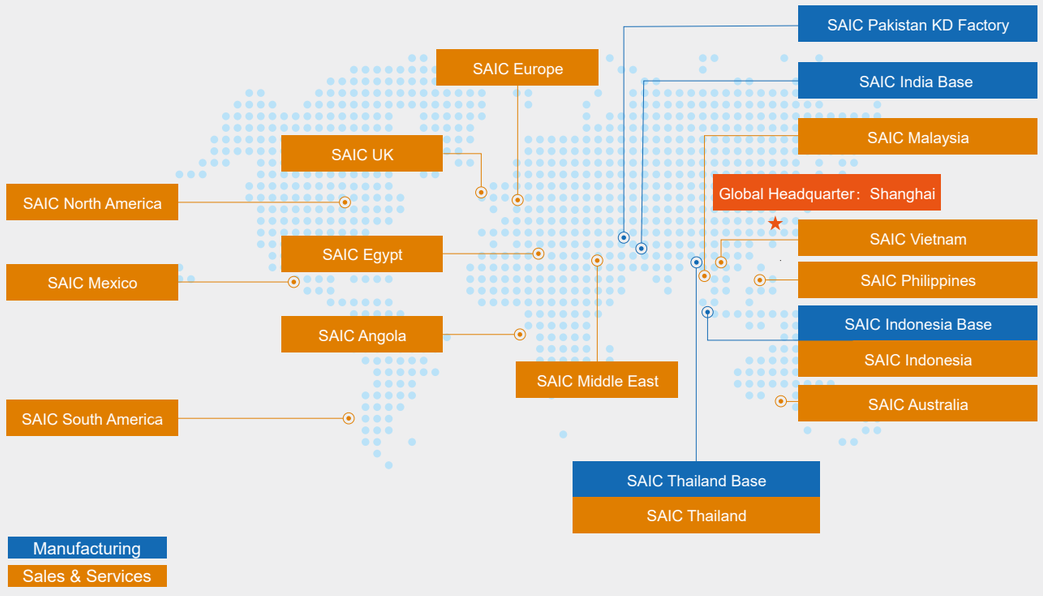
At present, SAIC Motor's business mainly covers the fields of vehicles, components, mobility services, finance, international operations, innovative technology, etc., forming a business pattern with the automotive business as the leader and the six major sectors closely coordinated, empowered, and integrated for development.

Vehicles	Auto Parts and Components	Mobility Services
Passenger vehicles / Commercial vehicles	Core components / Independently supplied components	Automotive supply chain services / Travel services

Finance	Overseas Business	Innovative Technology
Industrial financial investment / Auto financial services	International business and trade / Overseas operations	Core technology related to the "New Field" of electric intelligent networking

During the reporting period, SAIC Motor had 207,000 employees including 26,000 overseas employees. In the domestic field, SAIC Motor has established 15 vehicle bases, as well as supporting parts and logistics bases, in Northeast, East, South, Southwest, Central South, and Northwest China. At the same time, the Company has built a full value chain of the automotive industry overseas, including R&D centers, manufacturing bases, marketing centers, supply chain centers, and financial company. Its products and services have entered more than 100 countries and regions in the world, and overseas vehicles has remained the first in the domestic industry for 8 consecutive years. SAIC Motor has nearly 10,000 sales and service networks worldwide, providing high-quality products and services to users in various regions, and effectively driving local economic and social development.

Global Footprint



Corporate Culture

Vision & Mission

Delivering Extraordinary Mobility Solutions
with Green and Sustainable Technology

Core Values

Focusing on Consumers
Growing with Partners
Achieving through Innovation

ESG and Sustainability Management

The ESG concept emphasizes that enterprises shall pay attention to ecological environment protection, fulfill social responsibilities, and improve governance levels. SAIC Motor combines ESG management and sustainable development concepts, integrating them into its business management system to continuously strengthen the scientific and normative nature of enterprise strategic decision-making. Meanwhile, we improve ESG management level and promote the sustainable development of the Company.

ESG Governance Structure

To continuously consolidate the leadership role of the Board in ESG governance and clarify its accountability in related matters, the Company has established a clear ESG governance structure and management system led by the Board, laying the organizational foundation for the Company's sustainable development actions to meet the communication needs of shareholders, investors, users, and other stakeholders.

Decision-making Layer	The Board of Directors	·Make decisions on and monitor the development and updating of ESG strategy and objectives. ·Make decisions on major ESG-related matters of the Company, and oversee the progress and effectiveness of ESG-related matters, including ESG risk identification and response, ESG special enhancement, ESG information disclosure, stakeholder communication, etc.
	Strategic and ESG & Sustainability Committee	·The Board authorizes the Strategic and ESG & Sustainability Committee to carry out daily ESG oversight and management work.
Planning Layer	ESG Working Group	·Develop and update specific ESG strategies, goals, systems, and workflows, and ensure their effectiveness. ·Evaluate major ESG-related issues, make and advance work plans for major issues, including ESG risk identification and response, ESG special management improvement, ESG information disclosure, stakeholder communication, etc. ·Regularly summarize the progress and effectiveness of major ESG-related issues in the Company, and report to the Board and the Strategic and ESG & Sustainability Committee. ·Coordinate the Company's annual ESG information and prepare the ESG & Sustainability Report. ·Promote the implementation of ESG work in various functional departments and related enterprises of the Company.
Execution Layer	Functional Departments and Subsidiaries of SAIC Motor	·Decompose ESG-specific goals and promote effective execution of ESG tasks. ·Track, collect, and organize annual progress of ESG work, ESG-related information and data, and ensure the authenticity, accuracy, and completeness of the information and data. ·Support the improvement of ESG management level and information disclosure.

Key ESG Actions for 2023

Enhancing Governance Capacity	·In June 2023, the SAIC Motor 2022 Annual General Meeting of Shareholders reviewed and approved the revision of the *Rules of Procedure for the Board of Directors of the Company*, and the "Strategic Committee" of the Board of Directors of the Company was renamed as the "Strategic and ESG & Sustainability Committee". ·The Planning Department led the establishment of the ESG Working Group to guide and promote the sustainability management of SAIC Motor functional departments and enterprises.
Improving Management Efficiency	·Based on comprehensive reference to regulatory requirements and global mainstream ESG rating indicators, the SAIC ESG disclosure indicator system (V1.0) has been formed.
Following up on Specific Measures	·Carry out carbon audits for key energy-consuming subsidiaries of SAIC Motor. ·Prepare the ESG & Sustainability Report.
Strengthening External Exchanges	·Participated in the "Automotive Carbon Neutrality Policy Research Working Group" of the China Association of Automobile Manufacturers. ·Participated in the standardization activities of the A-LCA Informal Working Group of the Working Party on Pollution and Energy of the UNECE World Forum for Harmonization of Vehicle Regulations (UN/WP. 29/GRPE)

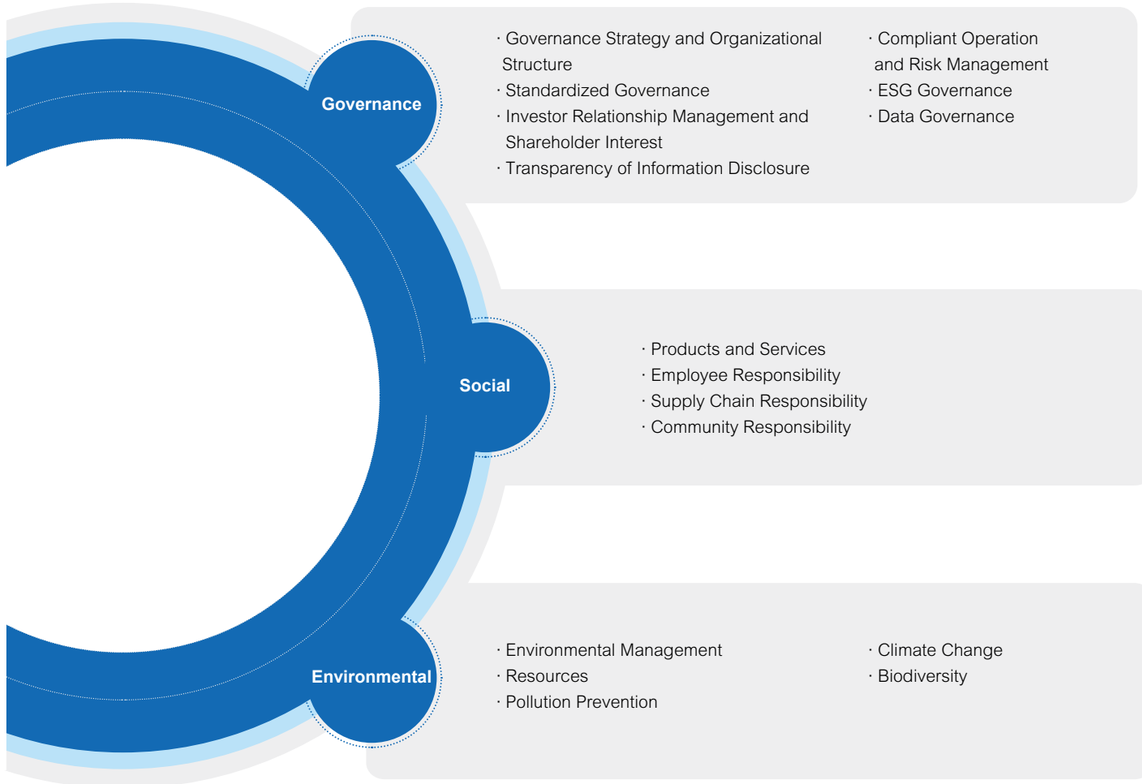
Stakeholder Engagement

SAIC Motor attaches great importance to communication and interaction with stakeholders and maintains close contact and interaction with them. We actively listen to opinions and suggestions from all parties, respond to the issues and concerns in a reasonable way.

Stakeholders	Main concerns	Communication Mechanism and Methods
Users	· High-quality and safe products · Thoughtful and satisfactory service · Improving product and service experience · Protecting user privacy	· Innovating services and products · Satisfaction survey · Complaint resolution mechanism
Shareholders	· Corporate governance · Operating performance · Risk managements · Information transparency	· General meeting of shareholders · Investor meetings and roadshows · Regular reports and temporary announcements · Information disclosure · Investor relationship management
Regulatory Authorities	· Value preservation and appreciation of state-owned assets · Compliance management · law-based tax payment · Implementing the "Carbon Peaking and Carbon Neutrality" actions · Safety production · Rural revitalization	· Work meetings and reports · Company research · Discussion and exchange · Government enterprise cooperation · Promoting employment
Business Partners	· Integrity management · Collaboration and growth · Build mutually-beneficial relationships	· Dealer annual meeting · Procurement committee · Compliance check · Participation in industry standard development · Participation in industry associations and other discussions and exchanges
Employees	· Occupational health and safety · Legal rights and interests · Salary and benefits · Training and development	· Congress of workers and staffs · Employee symposium · Satisfaction survey · Rationalization suggestions · Employee training and education
Communities	· Participation in community construction · Public welfare and charity undertakings · Jointly building a harmonious society	· Carrying out public welfare volunteer activities · Assisting in rural revitalization

Material Issues

SAIC Motor is committed to listening to the opinions and suggestions of various stakeholders, integrating their core demands into the entire process of decision-making and operation, which leads to the direction of the Company's sustainable development. During the reporting period, to better identify the materiality issues, the Company comprehensively sorted out the important issues of sustainability. Based on the relevant requirements of the Shanghai State-owned Assets Supervision and Administration Commission's *Shanghai State-owned Holding Listed Companies Environmental, Social, and Governance (ESG) Indicator System* and the Shanghai Stock Exchange's *Listed Company Self-regulation Guidelines No. 1 - Standardized Operations*, and referring to the *Indicators Reference Systems for ESG Reports of Listed Chinese Central State-Owned Enterprises* published by the State-owned Assets Supervision and Administration Commission of the State Council, the *GRI standards*, and industry ESG issues related to ESG ratings, a total of 16 issues related to SAIC Motor were identified.



Key Performance Highlights

Economic Performance

Vehicle sales volume
5.02 million units

Including:
sales of
1.123 million
new energy vehicles

Overseas sales of
1.208 million vehicles

Total operating revenue of
744.705 billion yuan

Net profit attributable to parent company of
14.106 billion yuan

Created a total tax revenue of
45.122 billion yuan
for the country (calculated on a consolidated basis)

Environmental Performance

Reach Carbon Peaking by 2025

The total investment in environmental protection exceeded
440 million yuan

Environmental protection training reached **499 thousand** hours

The installed capacity of photovoltaics reached
260 MW

the annual power generation reached
247 million kWh

Green electricity purchase volume
520 million kWh

Energy consumption per 10,000 yuan output value
decreased by 9%

Cumulatively obtained **31** certifications of Green Factory, Green Product, Green Supply Chain, or China Environmental Labeling Product, etc.

Governance Performance

- Established Strategic and ESG & Sustainability Committee
- Established ESG Working Group
- Improved the Company's ESG governance structure
- Developed the Company's ESG disclosure indicator system
- Improved the composition of the Board and the management, and the governance level of the Company as a listed company

Social Performance

Innovation

R&D investment of
22.013 billion yuan

an increase of **5.50%** YoY

R&D investment accounted for
3.03% of the operating income

an increase of **0.14** Pct. YoY

A total of **33,827** R&D personnel

Funding for school enterprise cooperation projects of **120 million** yuan

59 National High-tech Industries companies

26,071 valid patents

User Services

Complaint response rate of **100%**

Complaint closure rate of **100%**

Employment and Development

Collective contract coverage rate of
100%

Percentage of female employees nearly
20%

The coverage rate of the *Special Collective Agreement for Female Employees* exceeded **95%**

The total training coverage rate of duration exceeded **100%**
940,000 person days

Performance evaluation coverage rate of
100%

Health and Safety

Medical examination coverage rate of
100%

Safety production investment exceeded
650 million yuan

0 work-related fatalities and **0** serious accidents

Over **1.7 million** person-time participation of occupational health and safety training

Public Welfare and Charity

The total investment of the Company in various social welfare is
50.028 million yuan

Headcounts of beneficiaries of over
241,000 persons

The total investment in rural revitalization exceeded
25.672 million yuan

Headcounts of beneficiaries from Rural revitalization benefited nearly
28,000 persons

17,000 difficult employees received assistance

200 volunteer teams

More than **36,000** volunteers

Volunteer service duration exceeded
50,000 hours

Awards and Honors

Awards / Honors	Awarding Institution	Awarded Company
Ranked 84th on Fortune Global 500 in 2023	Fortune Magazine	SAIC Motor
Ranked 27th on Fortune China's Top 500 in 2023	Fortune Magazine	SAIC Motor
The 12th "China Charity Award" Donation Enterprise Award	Ministry of Civil Affairs of the People's Republic of China	SAIC Motor
The 6th China International Import Expo provides free reception vehicles for Foreign Dignitaries	Foreign Affairs Office of Shanghai Municipal People's Government	SAIC Motor
Excellent Organizer	Organizer of the China International Industry Fair	SAIC Motor
Green and Low-carbon Partners	Office of the Organizing Committee for Shanghai Energy Conservation Promotion Week	SAIC Motor
Practitioners of Carbon Neutrality	Shanghai Energy Conservation Association, Shanghai International Exhibition (Group)	SAIC Motor

Awards / Honors	Awarding Institution	Awarded Company
Top 20 ESG Pioneer Index of Chinese Automotive Industry in 2023	China Automotive Technology and Research Center	SAIC Motor
Best Practice Cases of ESG for Public Companies in 2023	China Association for Public Companies	SAIC Motor
Excellent Practice Cases of the Board of Directors of Public Companies in 2023	China Association for Public Companies	SAIC Motor
Top Employers China 2023	TOP Employers Institute	SAIC Passenger Vehicle, SAIC MAXUS, SAIC Volkswagen, SAIC GM, SGMW, SAIC GMAC, Shanghai Volkswagen Powertrain, Anji Logistics, etc.

The Theme of Corporate Responsibility

Crossing Borders, and Building the Future Together

SAIC Motor actively implements the "go global" strategy and optimally utilizes "Two Markets, Two Resources". In the process of vigorously expanding overseas markets, we always adhere to a responsible, committed, and mission-driven international business philosophy, aiming for sustainable development. We integrate into overseas local cultures, establishing harmonious relationships with local societies. While promoting the high-quality development of overseas business, we strive to showcase the innovative strength of "Intelligent Manufacturing in China" and the responsibility of the "SAIC Motor Brand" to the world.

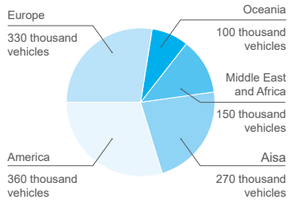
Through extensive collaboration, SAIC Motor has become the only automobile company in China that "Whole Supply Chain Going Global". At present, a whole automotive industry value chain overseas has been established, including innovation, research and development centers, manufacturing bases, marketing centers, supply chain centers, and financial company. Our products and services have reached over 100 countries and regions worldwide. Overseas, SAIC Motor built 3 major research and innovation centers, 3 vehicle manufacturing bases, 1 knocked down (KD) factory, over 100 parts and components production and research bases, and more than 2,000 marketing and service networks. Additionally, we have established the first overseas financial services company in Indonesia, providing comprehensive automotive financial loans and insurance services for local dealers and end consumers. We have also opened 7 self-operated international shipping routes from China to other countries and regions, such as Southeast Asia, Mexico, Western South America and Europe, and owned 8 specialized foreign trade vessels. In the future, 12 new ocean-going vessels will be put into operation.

MG Cyberster, as the world's first EV roadster, made its debut at the Goodwood Speed Festival in the UK.

SGMW has officially signed a Memorandum of Understanding with the Indonesian Ministry of Marine Affairs and Investment for a new investment project in new energy vehicles, actively expanding investments in Indonesia and introducing more new energy vehicle models to the local market. In addition, 50 Air EVs were delivered to the Indonesian government as official vehicles for the ASEAN Summit in 2023.

With the launch of the first direct international route from SAIC Motor's Ningde base to Mexico, the Ningde base becomes the first vehicle production base in China that has integrated various logistics modes, such as warehousing, road transport, rail transport, and ocean transport, propelling the export business into a rapid development period.

With the support of global industry chain partners, SAIC Motor's overseas sales achieved 1.208 million vehicles in 2023, exceeding one million in overseas sales for two consecutive years. This represents an 18.8% YoY increase, holding the leading position of Chinese automakers for the eighth consecutive year. Among these, the sales volume of self-owned brands accounted for nearly 92%, and new energy vehicles accounted for nearly 24%.



Providing Green and Low-carbon Products for Global Users

By accurately satisfying the diverse needs of overseas consumers for safety, environmental protection, intelligence, and controlling, SAIC Motor launched the first "Global Car" MG4 EV in the Chinese automobile industry. It has landed in more than 80 countries across six continents and won over 30 authoritative overseas awards, including the "Annual in the UK, France, Germany, and Australia". In 2023, the MG4 EV became the "Compact Pure Electric Vehicle Sales Champion", and Europe became SAIC Motor's first overseas regional market with sales exceeding 200,000 units.

Continuing to Contribute to the Local Economic Development of Overseas

In 2013, SAIC Motor and CP Group joined forces to introduce the MG brand into the Thai market. Over the past decade, SAIC Thailand's product sales have reached the forefront of local submarkets, accumulated over 180,000 consumers, and successfully established the MG brand as the electric vehicle market leader in Thailand with the highest ownership and the most diverse range of electric vehicles. In May 2023, SAIC Motor initiated the construction of a new energy vehicle industrial park in Thailand, which would achieve localized production for electric vehicle core components. Once completed, the new park will provide significant support for Thailand's green and low-carbon transition and will mark a new era for SAIC Motor's development in the Thai market.

Participating in Overseas Community Services and Social Good Projects

Adhering to the philosophy of harmony and mutual benefit, SAIC Motor actively undertakes corporate social responsibilities, continuously enhancing the sense of gain, happiness, and satisfaction of foreign employees, and works together with relevant parties to share development outcomes.

Participating in Emergency Rescue

In early spring 2023, the west coast of Auckland, New Zealand experienced heavy rainfall that led to flooding. SAIC New Zealand promptly helped and collaborated with local non-profit community trust organizations to provide emergency vehicles for families severely affected by the disaster. This initiative not only effectively alleviated difficulties for the affected residents, but also addressed the urgent need for supply transportation, ensuring the basic living needs of residents after the disaster.

In recent years, SAIC Australia and New Zealand have continuously organized the "Test Drive for A Difference" event, raising over 250,000 New Zealand Dollars for the local Red Cross. In 2023, SAIC New Zealand committed to donating 10 New Zealand Dollars to the New Zealand Red Cross for every test drive taken at its 19 dealer networks, contributing to local public welfare initiatives.

Advocating and Promoting Equal Employment Opportunities

SAIC India has implemented a series of practical measures to promote events, like female employment and training, and girls' education. From the initial stage of the India base, there were only 20 female employees were willing to join the production line. At present, there are female employees in almost every position, including all-female teams in the assembly workshop and paint workshop, and even female test drivers have been trained. All of these are inseparable from the SAIC India strict systematic training and the continuous enhancement of workplace safety measures. As of now, the proportion of female employees at the SAIC India's bases has reached 33%, promoting greater recognition of gender equality in local society, and ensuring that women's abilities and rights are truly respected. In addition, to continuously empower females and promote community development, SAIC India has launched the "Sewa Vision" project, which commits to providing funding to a woman or a girl for every car sold in India. So far, this project has benefited 117,000 local women and children, and helped 27,000 uneducated girls return to school.

Actively Supporting Public Welfare in Culture and Sports

SAIC Motor's overseas subsidiaries sponsor local marathons, basketball, football, sailing, and other well-known competitions, actively participating in local education, health, and other social good and charitable activities. Through the connection between sports events, public activities, and automotive brands, and with the help of diverse and multi-dimensional communication methods, we present the Chinese brand image to overseas users. While striving to integrate into the local cultural and sports life, we build the bridge of communication and pave the road of friendship, further enhancing the reputation and influence of Chinese enterprises.

Voices

"I fight side by side with my local colleagues and Chinese colleagues to keep our products and quality at the top of the Chilean market, making all customers trust the quality standards, technology, and manufacturing of China."

Herman Sambada(Chile)
SAIC South America
Senior Sales Manager

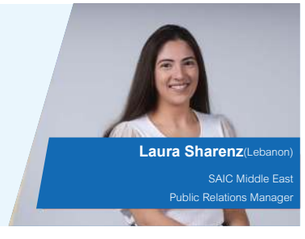
"It was very challenging for us to complete factory construction, start production, and launch a new car model in the Thai market within just 9 months. What impressed me most after joining SAIC Motor was the high technological products and rapid development speed of Chinese enterprises, which brought significant changes to the entire Thai automotive market."

Arthur Thongwattnarrete(Thailand)
SAIC Motor-CP, Deputy Director of Manufacturing Engineering Department

"The speed of change in the Chinese market is as fast as the speed of adapting to new technologies, and as fast as the unlimited demand and desire to master world-leading technologies. I feel the passion of my colleagues when a new car is launched, and I am proud to be a part of it."

Robert Lems(Netherlands)
SAIC Design London
Design Director

"I come from Lebanon, and I have colleagues from Egypt, Jordan, India, Pakistan, Germany, South Korea, and other countries. Different civilizations, different nations, and different cultures coexist harmoniously here. The atmosphere here is respectful toward your cultural traditions; moreover, welcomes you to share your culture. We are all members of the SAIC family."



Laura Sharenz(Lebanon)
SAIC Middle East
Public Relations Manager

Source: Shanghai Xinmin Evening News "Overseas Employees Watching China" Series

The global automotive industry is rapidly entering a new era of electrification and intelligence. Both Chinese and foreign automotive industries are facing significant challenges of innovation transformation and sustainable development. In the future, SAIC Motor will continue to move in the same direction with domestic and international partners, strengthen strategic partnerships, deepen cooperation in various fields, gather innovative forces, and jointly face challenges. We will keep driving the century-old automobile industry towards a brighter future for humanity.

01

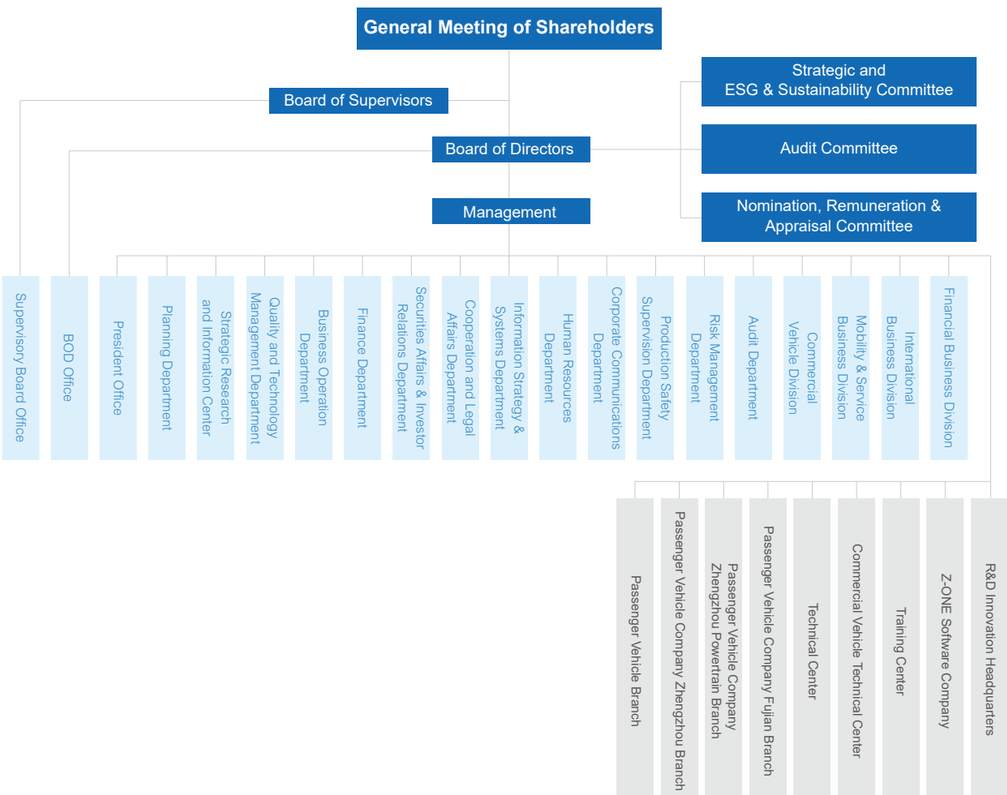
Efficient and Responsible Governance for Compliance

SAIC Motor adheres to the values of honesty, integrity, and responsibility towards all stakeholders. We strive to improve the governance structure, strengthen internal control and risk management, prioritize Party Building, uphold business ethics, and enhance information disclosure to support the Company's high-quality development.

1.1 Governance Structure

SAIC Motor strictly complies with relevant laws and regulations, such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and the *Code of Corporate Governance for Listed Companies*. We also adhere to the regulatory requirements of the China Securities Regulatory Commission and the Shanghai Stock Exchange. We continuously enhance the corporate governance system to ensure clear responsibilities and standardized operations among the decision-making, supervisory, and management team.

The Company has established a governance structure consisting of Shareholders' Meetings, the Board of Directors, and the Board of Supervisors. Additionally, the Company has formed the Strategic and ESG & Sustainability Committee*, Audit Committee, and Nomination, Remuneration & Appraisal Committee, under the Board of Directors. These committees aim to enhance the Company's governance capabilities and ensure stable operation.



Note: In June 2023, SAIC Motor passed a resolution to amend the *Articles of Association* on 2022 Annual General Meeting of Shareholders. The revision involved renaming the "Strategic Committee" to the "Strategic and ESG & Sustainability Committee". For further information, please refer to the *Announcement of Resolutions of the 2022 Annual Shareholders' General Meeting of SAIC Motor Corporation Limited*.

1.1.1 Board of Directors

SAIC Motor firmly believes that having a diversified Board of Directors is essential for making scientific and prudent decisions, improving the level of corporate governance of listed companies, and better safeguarding the interests of shareholders. To achieve this, we have clearly defined the requirements for nominating board members in various systems, such as the *Articles of Association*, the *Rules of Procedure for General Meeting of Shareholders*, and the *Rules of Board Meetings*. We comprehensively take factors, like the educational background and work experience of candidates, and incorporate diversity factors into the appointment considerations.

By the end of the reporting period, SAIC Motor's Board of Directors consists of 8 members, including 3 independent directors which account for over 37% of the Board. This composition ensures the protection of the Company's overall interests and plays a positive role in safeguarding the rights of small and medium-sized investors. The board members have professional expertise in various fields, such as industry, investment, finance and accounting, law, and economic management, which helps the Board gain a more comprehensive and integrated perspective, leading to standardized operations and scientific decision-making.

Title	Name	Gender	Age	Start of term	End of term	Professional Capacity			
						Industry Experience	Risk Management	Finance & Accounting	Law
Chairman of the Board	Chen Hong	Male	62	2021-6	2024-6	√			
Director	Wang Xiao Qiu	Male	59	2021-6	2024-6	√			
External director	Wang Jian	Male	69	2021-6	2024-6	√			
External director	Huang Jian*	Male	54	2023-6	2024-6			√	
Independent director	Zeng Sai Xing	Male	57	2021-6	2024-6		√		
Independent director	Chen Nai Wei	Male	66	2021-6	2024-6				√
Independent director	Sun Zheng	Male	66	2022-5	2024-6		√	√	
Employee representative director	Hua En De*	Male	47	2023-12	2024-6	√			
Former employee representative director	Zhong Li Xin*	Male	60	2021-6	2023-11	√			

Note: In June 2023, the Company's 2022 annual general meeting of shareholders deliberated and approved the *Proposal on the Addition of Directors of the Company*, appointing Mr. Huang Jian as the Company's director through by-election, with the same tenure as that of the 8th Board of Directors.
In November 2023, Mr. Zhong Li Xin, the Company's employee representative director, resigned as the employee representative director of the 8th Board of Directors due to age.In December 2023, the Company disclosed the *Announcement on the Election Result of the Employee Representative Director*.At the 9th joint meeting of the 3rd congress of workers and staffs of the Company, Mr. Hua En De was elected the employee representative director of the 8th Board of Directors, with the same tenure as that of the Board of Directors.

The Board has established three specialized committees: the Strategic and ESG & Sustainability Committee, the Audit Committee, and the Nomination, Remuneration & Appraisal Committee. Except for the Strategic and ESG & Sustainability Committee, the Audit Committee and the Nomination, Remuneration and Appraisal Committee are composed entirely of external and independent directors, with an independent director serving as the chairman. Each committee fully utilizes its professional expertise and provides professional opinions and recommendations in areas, such as financial accounting, corporate operations, and risk management, in accordance with the Company's articles of association and regulations. This provides strong support for the Board's scientific decision-making.

Type of Specialized Committee	Members Name
Strategic and ESG & Sustainability Committee	Chen Hong, Wang Xiao Qiu, Wang Jian, Zeng Sai Xing, Chen Nai Wei
Audit Committee	Sun Zheng, Wang Jian, Zeng Sai Xing
Nomination, Remuneration & Appraisal Committee	Chen Nai Wei, Wang Jian, Sun Zheng

During the reporting period, the Company held 6 BOD meetings, 1 Strategic and ESG & Sustainability Committee meeting, 5 Audit Committee meetings, and 4 Nomination, Remuneration & Appraisal Committee meetings. The attendance rate of the relevant meetings was 100% for all members.

1.1.2 Board of Supervisory

SAIC Motor strictly adheres to the *Company Law of the People's Republic of China* and other relevant laws and regulations, as well as the Company's *Articles of Association*. To ensure effective oversight of the Company's daily operations, the BOS has been established. As of the end of the reporting period, the 8th BOS of SAIC Motor consists of 4 supervisors, including 2 employee representatives. This ensures extensive communication among the BOS, shareholders, and employees, and protects the shareholders' interests. During the reporting period, the Company held a total of 6 BOS meetings, with a 100% attendance rate of supervisors.

Title	Name	Gender	Age	Start of term	End of term
Supervisor	Yi Lian	Male	57	2021-6	2024-6
Supervisor	Xia Ming Tao	Male	46	2021-6	2024-6
Employee representative supervisor	Jiang Bao Xin	Male	54	2021-6	2024-6
Employee representative supervisor	Zhang Xiao Long*	Male	47	2023-4	2024-6
Former Chairman of BOS	Shen Xiao Su*	Male	63	2021-6	2023-10
Former employee representative supervisor	Xu Wen Hui*	Female	54	2021-6	2023-4

Note: In April 2023, the Company received a written resignation from Ms. Xu Wen Hui, who served as representative supervisor for the employees. The Company held the 8th joint meeting of the 3rd session of the congress of workers and staffs and elected Mr. Zhang Xiao Long as the representative supervisor for the 8th session of the BOS. His term will be consistent with the term of the 8th BOS. For further information, please refer to the *Announcement of SAIC Motor Corporation Limited regarding the Resignation and Supplementary Election of Employee Representative Supervisors*.

In October 2023, Mr. Shen Xiao Su, who served as the Chairman of the 8th BOS of the Company, retired due to reaching retirement age. He had submitted the resignation application, requesting to step down from the position of Chairman and Supervisor of the 8th BOS. As per Article 147 of the *Company's Articles of Association*, Mr. Zhang Xiao Long, a supervisor of the Company, was elected as the convener of the 8th BOS of the Company. For further information, please refer to the *Announcement of the 13th Meeting Resolution of the 8th Supervisory Board of SAIC Motor Corporation Limited*.

1.1.3 Management Team

The SAIC Motor management team is responsible for the Company's daily operations, under the guidance of the BOD. They make important decisions through meetings, such as the President conferences, President office meetings, and President special meetings, and are accountable to the BOD.

Title	Name	Gender	Age	Start of term	End of term	Professional Capacity			
						Industry Experience	Risk Management	Finance & Accounting	Law
President	Wang Xiao Qiu	Male	59	2021-6	2024-6	√			
Vice president	Zhou Lang Hui	Male	52	2021-6	2024-6	√	√		
Vice president	Lan Qing Song	Male	58	2021-6	2024-6	√			
Vice president, acting CFO	Wei Yong	Male	51	2021-6	2024-6	√		√	
Vice president, Chief engineer	Zu Si Jie	Male	55	2021-6	2024-6	√			
Vice president	Yang Xiao Dong	Male	53	2021-6	2024-6	√			
Vice president	Jia Jian Xu *	Male	45	2023-12	2024-6	√		√	
Vice president	Jiang Jun *	Male	53	2023-12	2024-6	√			
Vice president	Wu Bing*	Male	47	2023-12	2024-6	√			√
General Legal Counsel	Zhou Qi *	Male	45	2023-8	2024-6	√			√
Secretary of the Board	Chen Xun	Male	43	2021-6	2024-6	√			
Former vice president	Chen De Mei	Male	61	2021-6	2023-4	√			

As leaders and decision-makers of SAIC Motor, the BOD, BOS, and senior executives hold significant responsibilities in guiding the Company's growth, safeguarding shareholders' interests, protecting employees' rights, and promoting the Company's ESG development. Throughout the reporting period, they actively engaged in relevant training programs organized by the stock exchange and other regulatory authorities, as well as attended specialized lectures organized by industry associations. By doing so, they continuously improved the understanding of the Company's business development, market competition, regulatory changes, and industry trends, so as to raise the awareness of standardized operations and responsibility risks.

Note: In April 2023, Mr. Chen De Mei, Vice President of the Company, applied for resignation from the position of Vice President of the Company due to reaching retirement age. The "Resolution on Accepting the Resignation of Mr. Chen De Mei as Vice President of the Company" was considered and passed at the 13th meeting of the 8th BOD of the Company. For further information, please refer to the *Announcement of the Resolutions of the 13th Meeting of the 8th Board of Directors of SAIC Motor Corporation Limited*.

In August 2023, the 16th meeting of the 8th BOD of the Company approved the appointment of Mr. Zhou Qi as the Chief Legal Counsel. Mr. Zhou Qi will serve for the same term as the current BOD. For further information, please refer to the *Announcement of the Resolutions of the 16th Meeting of the 8th Board of Directors of SAIC Motor Corporation Limited*.

In December 2023, the 18th meeting of the 8th BOD of the Company approved the appointment of three new vice presidents. Mr. Jia Jian Xu, Mr. Jiang Jun, and Mr. Wu Bing had been selected for this position and will serve for the same term as the current Board of Directors. For further information, kindly refer to the *Announcement of the Resolutions of the 18th Meeting of the 8th Board of Directors of SAIC Motor Corporation Limited*.

1.1.4 Shareholders' and Investors' Interests

SAIC Motor firmly believes that investor relations management should be conducted in compliance with the law and with a commitment to equal treatment of all investors. We strive to create opportunities and provide convenience for small and medium-sized investors to participate in activities, while actively listening to their opinions and suggestions. To meet the requirements of the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Investor Relations Management Policy*, the *Information Disclosure Affairs Management Policy*, and the *Information Insider Registration Management Policy*, as well as other regulatory and internal management system requirements, SAIC Motor has established Securities Affairs & Investor Relations Department headed by the board secretary. This department is specifically responsible for the Company's information disclosure and investor relations.

In terms of communicating with investors, the Company has established a comprehensive matrix of investor relations tools that cater to both domestic and foreign investors. We utilize a combination of online and offline methods, such as securities investment meetings, periods financial report presentations, investor communication meetings, roadshows, special investor events, investor hotlines, investor emails, company websites, and the platform of "SSE E-interactive". The Company maintains close communication with investors through "multiple channels, all-day standby, and high frequency", to ensure timely, accurate, fair, and effective communication. We strive to address investors' concerns, alleviate their worries, and build their confidence. We actively provide feedback to the Company's management on investors' suggestions and fully protect investors' legitimate rights and interests.

During the reporting periods, the Company period held financial report presentations, with over 540 participants attending throughout the year. The Company engaged with more than 150 investment institutions and over 2,300 participants through a combination of online and offline methods. Additionally, the Company participated in 88 investor communication meetings organized by securities firms. The Company maintained interactive communication with small and medium-sized investors for a long period and set up specialized posts and personnel to patiently answer more than 650 investor inquiries. We are responsible for maintaining the Company's investor public mailboxes, responding to investor questions in a timely manner, and maintaining interaction with investors. 375 questions were replied to on the platform of "SSE E-interactive" in 2023, and the records of investor relations activities were released regularly. The Company also regularly publishes records of its investor relations activities.

SAIC Motor understands that trustworthiness is the foundation of an enterprise. As an A-level taxpayer, we always regard the construction of a high-quality credit system as the cornerstone of corporate development and continue to implement the construction of a social integrity system. We maintain strategic cooperation between banks and enterprises, strengthen credit management in the business field, and encourage the subsidiaries to take the initiative in accepting social credit oversight and evaluation. With outstanding credit performance, SAIC Motor was honored as an AAA-grade enterprise in Shanghai for "Abiding by Contracts and Valuing Credit".

1.2 Internal Control System Construction

SAIC Motor has established a comprehensive and effective internal control mechanism that adheres to regulatory requirements, such as the *Basic Standard for Enterprise Internal Control* and the *Supporting Guidelines for Internal Control of Enterprise*, with reference to international standards, such as the *Internal Control-Integrated Framework (COSO)*. The Company has developed various internal control processes and management policies, including the *Internal Control Manual*, the *Internal Audit Policy*, and the *Evaluation Method for Subsidiary Enterprise Internal Control*. As of the end of 2023, SAIC Motor has established 203 management policies and 127 internal control sub-processes, which cover major business areas including organizational structure, strategic planning, human resources, budget management, monetary funds, sales and receipts, procurement and payments, contract management, information systems, product quality, and production safety.

In terms of management system, SAIC Motor has established an audit mechanism that is directly led by the Company's Party Committee and Board of Directors. The audit department of SAIC Motor is a specialized independent internal audit institution and serves as the daily working body of the Board's Audit Committee. It provides hierarchical guidance and supervision on the audit work of the subsidiaries, based on the implementation of key internal areas and major risk prevention and control. The audit department also submits quarterly work reports to the Audit Committee to ensure the Company's standardized operation. SAIC Motor has established a sound compliance process to ensure the effectiveness of business activities, the integrity of assets, and the authenticity of financial data.

Preventive warning	Strengthening monitoring in real time	Accountability after the event
· We have established a system of regulations such as the *Internal Control Manual* and *Continuous Risk Assessment* · Each department carries out risk collection and assessment work to clarify the management plans and response measures for various risks · We regularly conduct risk management self-assessment	· The requirements for the formulation of the *Continuous Supervision and Inspection* and the *Evaluation Measures for Internal Control of Subsidiaries* have been established · The affiliated companies need to conduct internal control self-assessment and report the relevant results to their Board of Directors · The Group Audit Department organizes internal control self-assessment every six months	· Relevant regulations such as the *Detailed Rules on Holding Accountable for Illegal Business Operations and Investment* have been formulated · We have established the SAIC Motor Accountability Investigation Working Group to supervise the performance of corporate management personnel

While we are under the management and business guidance of the Shanghai State-owned Assets Supervision and Administration Commission and the Shanghai Municipal Audit Bureau, we maintain open communication mechanisms with relevant government departments. Through regular supervision, we continuously improve the internal control and audit management system. During the reporting period, the Company's internal controls were effectively implemented, and there were no significant deficiencies or material weaknesses in both financial and non-financial reporting internal controls. PricewaterhouseCoopers Zhong Tian LLP, the internal control audit firm hired by the Company, conducted an audit on the effectiveness of the internal controls related to the 2023 financial report and issued a standard internal control audit report.

1.3 Risk Management

In order to continuously improve the risk management mechanism, SAIC Motor has formulated and issued the requirements of management systems, such as the *Risk Assessment*, the *Continuous Risk Assessment*, the *specialized Risk Assessment*, and the *Internal Reporting Policy of Significant Information*. It focuses on the work of preventing and resolving the major risks in the economic field, and continuously strengthens the level of risk management and control of the Group and the member enterprises.

In 2023, SAIC Motor conducted a thorough risk assessment and identified key components supply risks such as chip shortages, operational risks, financial asset management risks, foreign exchange risks, compliance risks for overseas subsidiaries, security risks for intelligent and connected matters, cyber and data security risks, and other risks that require our attention. Relevant departments were requested to propose risk response plans and implementation measures with regular monitor of the progress.

1.3.1 Risk Management System

SAIC Motor believes that good corporate governance practices are crucial to ensuring effective risk management. BOD is responsible for corporate governance and has ultimate control over the development and enhancement of the Company's risk management and internal control system.

As the comprehensive risk decision-making and management body of SAIC Motor, the President Office Meeting is responsible for identifying, warning, and comprehensively managing various internal risks. It approves risk management strategies, major risk management solutions, and risk assessment reports for major decisions. Additionally, it handles other matters related to comprehensive risk management authorized by the Board, ensuring that all risks are managed effectively.

The functional departments of SAIC Motor and its subsidiaries are accountable for executing the fundamental risk management process. They continuously manage the initial risk management information collected, identify potential risks that could impact the Company's goal attainment, analyze and describe the probability and circumstances of risk occurrence, and comprehensively manage all types of risks faced by the Company.

1.3.2 Risk Management Mechanisms

SAIC Motor continuously enhances overall compliance and risk management capabilities through regular and ongoing risk assessments, ensuring stable operations of the Company.

Initial Information Gathering

·Various functional departments continue to carry out risk information collection and integration work

Risk Assessment

·Each functional department dynamically manages the initial risk management information collected, conducting regular or irregular risk assessments
·Analyzing and describing the likelihood of risk occurrence and the conditions under which risk occurs
·Conducting risk assessment to evaluate the impact of risks on the achievement of corporate objectives, the value of risks, etc

Developing Risk Management Strategies

·The President Office Meeting clarifies the Company's risk preferences and tolerance,determines the warning line for risks, and formulates targeted countermeasures
·The President Office Meeting regularly reviews and evaluates existing risk management measures and continuously improves them

Proposing and implementing risk management solutions

·Each functional department shall develop risk management solutions for various types of risks or major risks in accordance with the risk management strategy, and implement them after approval by the President's Office meeting

Supervision and Improvement

·Each functional department conducts regular self-inspections of risk management work and makes improvements to identified deficiencies
·The Risk Management Department conducts inspections and assessments of the risk management work of relevant departments in the previous year on an annual basis

SAIC Motor has implemented a continuous risk assessment approach and has introduced a specialized mechanism for assessing risks associated with major decisions. This mechanism requires functional departments to develop feasibility study plans, evaluate relevant risks, and submit written reports to the President's Office Meeting for approval when making significant operational project investments.

1.3.3 Risk Awareness Training

In terms of targeting critical risks, SAIC Motor has organized relevant companies and all employees to undergo professional training in order to enhance risk awareness, improve the ability to prevent and respond to risks, and ensure the stable development of the enterprise. Through systematic training and learning, employees become more adept at identifying potential risks and taking effective measures to prevent them, providing a solid guarantee for the safe operation of the enterprise.

SAIC Motor Key Risk Special Training - Cyber and Data Security

In 2023, SAIC Motor prioritized cyber and data security risks as one of the key concerns. To further strengthen the awareness of relevant departments in managing information security risks and promptly identify information security and privacy incidents, the Information Strategy & Systems Department, in collaboration with the Human Resources Department, organized the "2023 SAIC Motor Employee Network and Data Security Awareness Training". This training aims to help employees understand the field of network and data security, and enhance their awareness in identifying and managing related risks. During the reporting period, nearly 60,000 employees completed this training.

1.4 Party Building

SAIC Motor always emphasizes the importance of strengthening Party leadership and improving corporate governance. We continuously consolidate the construction of a modern enterprise system with Chinese characteristics by rationalizing the relationship between Party organizations and other governance entities. We plan, deploy, and evaluate Party Building task and central task together, effectively integrating Party leadership into every aspect of decision-making, execution, and supervision. This approach has led to a high degree of unity and organic integration between Party leadership and corporate governance.

SAIC Motor places great emphasis on conducting pre-research procedures as a prerequisite for the Board's decision-making on major operational matters. This ensures that the Party Committee's intentions are taken into account during the decision-making process, while also allowing the management team to retain decision-making power over the Company's major matters. By aligning and coordinating the Party organization and the management team, we jointly promote the implementation of major decision-making arrangements in corporate governance. In 2023, the Party Committee of SAIC Motor conducted the pre-research procedures on 55 major proposals.

SAIC Motor has implemented a two-way entry and cross-appointment system for core positions in governance entities and members of the Party Committee. This system is in accordance with the basic requirements of China's modern corporate governance, which include statutory and right and responsibilities, transparent, coordinated operation, and effective checks and balances. The system requires that the Party secretary and chairman of the Board be held by one person. Additionally, the president concurrently serves as the deputy Party secretary of the Party Committee. Some members of the Party Committee. enter the management team through legal procedures. This measure ensures the integration of Party Building and corporate governance in terms of organizational structure. It also improves the level of corporate governance and decision-making efficiency.

At the same time, SAIC Motor adheres to the *Regulations of the Communist Party of China on the Work of Grass-roots Organizations in State-owned Enterprises* and has followed the the *Integrating Party Building Work Requirements into the Company's Articles of Association* provided by the Shanghai State-owned Assets Supervision and Administration Commission. In term of the "Party Building into the Articles of Association" assignment, We have clarified the scope of subsidiaries and regularly review the progress those subsidiaries, ensuring that the requirements are being implemented as prescribed. By the end of 2023, all 80 companies within SAIC Motor that are subject to these requirements have successfully incorporated party-building work into their articles of association, thereby effectively implementing the system.

During the reporting period, several party organizations affiliated with SAIC Motor were awarded the titles of "Party Branch Construction Demonstration Point" in Shanghai and "Red Flag Party Organization" in the fifth round of party branch construction demonstration points in the Shanghai State-owned Assets Supervision and Administration Commission system.

1.5 Business Ethics

SAIC Motor strictly abides by the *Oversight Law of the People's Republic of China*, the *Anti-Money Laundering Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, the *Interim Provisions on Banning Commercial Bribery* and other laws and regulations, as well as recognized business ethics. We continuously enhance the management system, foster a culture of integrity, and establish effective channels for reporting and feedback, to create a standardized model of honesty and integrity.

1.5.1 Ethic Management System

SAIC Motor is committed to strictly adhering to all applicable anti-corruption and anti-bribery laws in all of its business operations. We maintain a "Zero Tolerance" policy towards corruption and actively implement the *Code of Conduct for Clean and Honest Behavior of the Communist Party of China*, as well as the *Opinions on Strengthening the Supervision of Discipline Inspection and Supervision Cadres in the New Era* and other internal requirements. Every year, we conduct a thorough analysis and assessment of party conduct and political integrity risks. We have established internal regulations, such as the *Regulations on the Implementation of Party Conduct and Political Integrity Responsibility System* and the *Corporate Performance Supervision and Management Measures* to promote anti-corruption and integrity.

SAIC Motor hires external audit firms annually to conduct independent assessments of the Company's fraud risks and report to the Board of Directors Audit Committee. Meanwhile, as the internal inspection and enforcement department, the Discipline Inspection and Supervision Department proactively identifies internal integrity risks and conducts regular special inspections of the internal integrity management system. Additionally, the Company imposes integrity requirements on suppliers and mandates them to sign an *Integrity Commitment* in contracts to continually enhance SAIC Motor's integrity system.

SAIC Motor holds an annual conference to comprehensively govern the party building strictly. All management personnel are required to sign the *Party Conduct and Integrity Responsibility Letter*, conducting the responsibility from both Party Committee and management. The Discipline Inspection Commission of CPC of SAIC assists the Party Committee in conducting in-depth analysis and assessment of political integrity and compliance risks. It summarizes prominent issues in clean governance and compliance, and plans and deploys key tasks for the construction of Party conduct and integrity on an annual basis. The commission oversees and promotes grassroots enterprises to fulfill the primary responsibilities and ensures that the political responsibility for strictly governing the Party is implemented at all levels.

SAIC Motor has developed the *Provisions on Further Regulating the Conduct of SAIC Motor's Leading Cadres, Their Spouses, Children, and Children's Spouses in Business Operations (Trial)* and the *Provisions on the Avoidance of Appointment of SAIC Motor's Leading Cadres*. To address the issue of potential leading cadres with specific connections engaging in business and enterprise management, we implement rigorous assessments and strict measures. Additionally, the Company has established a supplier database that covers tier-two levels of enterprises. We deepen and expand the screening for conflicts of interest. Our goal is to further standardize clean and ethical practices.

1.5.2 Complaints Mechanism

SAIC Motor has established accessible and convenient channels for complaints and reports in response to any potential business ethics incidents. According to relevant regulations, such as the *Measures for Accepting Complaints and Reports on Fraudulent Acts*. Employees at all levels of the Company, as well as external parties, can make real-name or anonymous reports through telephone, mail, online email, and other forms to the Discipline Inspection and Supervision Department.

After completing the investigation, the Discipline Inspection and Supervision Department shall provide the whistleblowers who report in their real name, with appropriate feedback on the handling results. Additionally, the Discipline Inspection and Supervision Department ensures strict confidentiality of the whistleblower's personal information, including their name, workplace, home address, and the content of the report. Any personnel who violate the confidentiality regulations shall face serious consequences in accordance with relevant provisions.

1.5.3 Ethic Awareness Training

SAIC Motor considers the establishment of an integrity culture as a crucial aspect of cultural development. The Company has fully integrated the concept of "Manufacturing Clean Vehicles, and Being a Clean and Honest Person" into the corporate culture. The Discipline Inspection Commission of CPC of SAIC and affiliated companies film warnings and educational videos on the importance of integrity culture. We also conduct training for all employees, including outsourced employees, to continuously reinforce the education on laws and disciplines. Additionally, the Company organizes integrity compliance micro-film competitions and integrity micro-film exhibition and broadcasting activities. The Company empowers grassroots discipline inspection committees and combines the characteristics of various regional business processes to dynamically carry out warning education and integrity compliance training.

SGMW Supports the "125" Strategy and Promotes Integrity Publicly Propaganda

SGMW launched a fun campaign called "Supporting the '125' and Promoting Integrity" to encourage employees to be loyal, responsible, and proactive in their work. The campaign aims to promote integrity and compliance by encouraging employees to learn about these topics and strengthen their awareness.

In addition, SGMW continued to design and carry out various targeted integrity training for employees in different functions, including:

• Training on "Integrity and Compliance as the First Lesson" for new employees, with a total of more than 430 participants.

• A special integrity and compliance education on the theme of "Strong District and Subtilized Central Platform" for sales personnel, with a total of more than 50 participants.

• Collective talks on integrity and compliance for newly appointed cadres, with a total of more than 60 participants.

• Conducts Disciplinary inspection and supervision full-time and part-time personnel education, with participants of more than 280 person-times.

• All staff were required to participate in the study of "Knowledge and Skills of Integrity and Compliant Conduct", with a total of over 20,000 participants.

1.6 Information Disclosure

SAIC Motor places great importance on information disclosure management and has established regulations, such as the Regulations on the *Information Disclosure Affairs Management Policy,* the *Internal Reporting Policy of Significant Information,* the *Information Insider Registration Management Policy*, and the *Regulations on the Management of Suspension and Exemption of Information Disclosure.* We Establish standardized processes for preparing, reviewing, and disclosing announcements. With clear personnel allocation, division of responsibilities, and confidentiality measures, we ensure compliance and rigor in information disclosure.

During the reporting period, we adhered strictly to the regulations on information disclosure and the guidelines for self-regulatory supervision issued by regulatory authorities. We published 4 periodic reports and 66 interim announcements through the SSE website and designated newspapers. Throughout this process, we continued to enhance the process management, improve the quality of our information disclosure, and avoid the need to publish any correction announcements.

Moreover, the Company proactively releases monthly production and sales reports on the SSE website and designated newspapers. Additionally, the Company annually discloses the ESG & Sustainability Report and Internal Control Evaluation Report, which helps improve the transparency of operations. The Company has consistently received "Class A for Information Disclosure of Listed Companies" evaluation since 2013.

02

Low-carbon Intelligent Manufacturing and Green Operations

SAIC Motor insists on embracing strategic goal of "Carbon Peaking and Carbon Neutrality", committing to establishing an ecosystem that respects nature and green development by actively responding to climate change, advancing green operations, and practicing ecological protection, thereby contributing to the construction of ditto enterprises and society.

The environmental data in this Report only contains key production subsidiaries. For the performance of HASCO, please refer to the *HASCO 2023 Environment, Social, Governance (ESG) Report*.

2.1 Climate Change

With the trend of global warming, addressing climate change has become a shared value of the community with a shared future for human being. Currently, SAIC Motor has integrated addressing climate change and responding to the national strategy of "Carbon Peaking and Carbon Neutrality" into its corporate governance and strategic framework. By constructing a comprehensive management system, actively identifying related climate risks, and establishing a low-carbon production system, the Company continuously optimizes its internal greenhouse gas and energy management system, striving to be a pioneer in ecological civilization.

During the reporting period, SAIC Motor conducted carbon audits of its top 30 energy-consuming subsidiaries in accordance with the *Greenhouse Gas Protocol*. It resulted in the formation of the *SAIC Motor Carbon Emission Statistics Guide* and the *SAIC Motor Carbon Emission Factor Library*, which established a solid data foundation for the Company's "Carbon Peaking and Carbon Neutrality" processes.

2.1.1 Governance Framework and Risk Identification

In the process of reaching goals of "Carbon Peaking and Carbon Neutrality", SAIC Motor places great emphasis on the governance of climate change. The Company continuously improves its management systems and establishes the "Dual Carbon" Working Group. We contribute to the reduction of pollution and carbon emissions at the organizational level, as well as minimizing product lifecycle carbon emissions.

During the reporting period, SAIC Motor established ambitious emission reduction targets based on the Company's development strategy, which is striving to achieve high-quality "Carbon Peaking" by 2025. Meanwhile, the subsidiaries, following the guidance of the Company, established their respective Dual "Carbon Goals".

Strategic Goal

Reach "Carbon Peaking" by 2025

Milestone

Organizational Level: In 2024, complete the Company's carbon audits for the year 2023 and compile carbon emission data of key subsidiaries

Implementation Pathways and Key Measures

Production: Green Manufacturing System

- Increase the proportion of renewable energy through self-building photovoltaic installations sourcing purchasing power;
- Enhance the efficiency of energy use in factories through energy-saving technological reforms and process innovations;
- Promote energy digital management technologies.

Product: Low-carbon Product Programs

- Be the "source" of original low-carbon (clean energy) automobile technologies and provide automobile products with low carbon emissions.

Industrial Chain: Recycling Economy

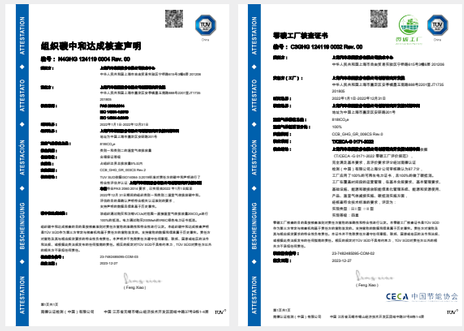
- Improve the material recycling rate;
- Promote the use of energy-saving and environmentally friendly new materials;
- Pilot the extended producer responsibility system for automotive products, and promote the stepwise utilization of recycling and disposal of power batteries.

SAIC's path to meet its "Carbon Peaking and Carbon Neutrality" commitment: not only will it continue to expand the popularity of new energy products, but it will also make a concerted effort at the production and industrial chain ends to continue to promote SAIC's high-quality development that is green and low-carbon.

SAIC Volkswagen	SGMW
SAIC Volkswagen adheres to a path of high-quality development that is green, low-carbon, and sustainable. It has deeply integrated the concept of low carbon and environmental protection into every aspect of its operations, including product development, manufacturing, corporate management, and supply chain. It sets clear "Dual Carbon" management objectives: to continuously reduce the carbon emissions throughout the entire lifecycle of its products, with a target of a 25% average reduction by 2030 compared to 2018, and to achieve "Carbon Neutrality" by 2050.	In line with the national "Dual Carbon" strategic goals, SGMW developed a company-level "Dual Carbon" strategic plan. This plan aims to achieve the objectives of "Reaching Carbon Peaking by 2025 and Achieving Carbon Neutrality by 2050" through a "3-step for Dual Carbon" strategy that focuses on "Dual Carbon" demonstration, comprehensive promotion, and standard establishment. Its goal is to become a leader in zero carbon enterprises, an innovator in the industry models, and a pioneer in setting industry standards.

Pilot Plant in SRIH Obtained the "Zero Carbon Factory Certification"

The SRIH actively responds to the national and SAIC Motor's low-carbon development strategy by optimizing operational management and actively exploring greenhouse gas inventory and offset methods. During the reporting period, the Pilot Plant in SRIH achieved "Carbon Neutrality" in its operations and obtained the "Zero Carbon Factory Certification".



Furthermore, SAIC Motor actively refers to relevant international frameworks, continuously adjusts its business development strategy and resource allocation, and clarifies the impact of short, medium, and long-term climate risks on the stability of the Company and its subsidiaries' operations, laying a solid foundation for the sustainable and healthy development of the Company. In addition, SAIC Motor conducts impact analysis on the identified relevant risks, assessing the degree of impact of risks on the Company's goal achievement, the value of risks, etc., and continuously optimizing the climate risk management process.

2.1.2 Establishing a Green Manufacturing System

SAIC Motor adheres to the concept of green development, continuously contributing to energy conservation and emission reduction through the practice of green production, the development of green industries, and the exploration of clean energy. It drives the Company to fulfill green, low-carbon, and high-quality development, and to create a green manufacturing system belonging to SAIC Motor in all aspects.

Implementing Green Production

SAIC Motor actively implements the concept of green production, establishing a clean production mechanism and advancing energy conservation technology innovation, and constantly explores emission reduction solutions. The Company proactively adopts various new energy-efficiencies and emission-reduction technologies, processes, and materials, striving to achieve energy conservation and emission reduction from the source and create a clean and efficient green factory.

By the end of the reporting period, SAIC Motor's subsidiaries have obtained a total of 31 national or provincial-level certifications of Green Factory, Green Product, Green Supply Chain,or China Environmental Labeling Product, etc.

SAIC Passenger Vehicle Launches Air Compressor System Energy Saving Transformation

The SAIC Passenger Vehicle deeply explored the energy-saving potential of the air compressor system. By adding a blower to inhaling ambient air at atmospheric pressure for regeneration blow-off, it replaced the original compressed air regeneration mode, thereby reducing the operational air loss of the dryer, improving the overall electrical ratio of the air compressor system, and increasing energy efficiency by 8% to 12%, which reduced 500 thousand kWh of electricity per year.

SAIC Volkswagen Explores Waste Heat Reuse from Drying Room

The paint shop in Ningbo Base of SAIC Volkswagen recycles the low-temperature waste heat from the drying room. By adding new heat exchange equipment, the workshop's hot water return is heat-exchanged with the waste heat of the exhaust gas, reducing the steam consumption for heating the pretreatment process. Approximately 4.7 GJ of heat is recovered per hour, and the annual reduction of carbon emissions reaches 1,500 tons.

SAIC GM Implements Lean Production to Build a Green Factory Project

The Beisheng factory of SAIC GM recognizes paint shop as the focus for energy conservation and consumption reduction, formulating an energy-saving strategy aimed at "Maximizing Paint Production Capacity Utilization". The production model can adjust the line speed for various workshops, optimizing the mixed-line operation of different vehicle models. This effectively reduces energy consumption losses caused by materials, transportation, supplier capacity, and inventory changes, and minimizes waste throughout the manufacturing process. By creating a green factory through lean production scheduling, the factory reduced the energy cost per vehicle by 18%, saved energy equivalent to 2,220 tons of standard coal, and saved over 4 million yuan in costs.

SGMW Conducts High-Efficiency Motor Modification

The Qingdao base of SGMW has implemented an energy-saving project for the paint shop's process equipment motor frequency conversion. By purchasing high-efficiency equipment, such as class-one energy-efficient fans and pump motors, the base carries out sorting and identification of process requirements, synchronously implement frequency conversion and frequency reduction transformation, and reduce electricity consumption. This resulted in an annual electricity saving of 510 thousand kWh and a reduction of carbon emissions by up to 290 tons per year.

Moreover, the Company actively explores the use of clean energy. SAIC Motor's subsidiaries continuously improve the proportion of renewable energy usage through various means, such as self-building photovoltaic power generation systems, directly purchasing green electricity, and indirectly purchasing green certificates, making positive contributions to achieving their own carbon reduction goals. The use of green energy is at the forefront of the industry.

During the reporting period, the installed photovoltaic capacity of SAIC Motor reached 260MW, with an annual power generation of up to 247 million kWh, equivalent to reducing carbon emissions by 141 thousand tons per year. The Company directly purchased green electricity of 523.16 million kWh.

Expanding Low-carbon Products

SAIC Motor adheres to the comprehensive advancement of three technical routes: "BEV, (Plug-in) Hybrid Electric Vehicle, and Fuel Cell Vehicle". After years of continuous investment and unremitting efforts, SAIC Motor has independently mastered the core technologies of "Battery, Electric Drive, and Electronic Control", and through technological innovation, it continues to achieve breakthroughs in new energy core technologies and commercial transformation.

In terms of the Battery Electric Vehicle, following the principle of "Energy Management Loop", we optimized research and development in aspects, such as low resistance, light weight, Integrated thermal management and low-V capacity. This allows us to challenge the new record of 9.5 km/kWh for energy consumption in BEV, enabling users to spend less electricity and travel a longer distance.

In the field of the (Plug-in) Hybrid Electric Vehicle, we launched a new generation of DMH super hybrid systems. Through modular, integrated, and specialized designs, the Company expanded the coverage area where new energy vehicles can be used. This allows users to eliminate distance anxiety while enjoying a superior electrical experience. Furthermore, we are striving to increase the thermal efficiency of the hybrid drive system to 47%.

In terms of the Fuel Cell Vehicle, SAIC Motor's subsidiary, Shanghai Hydrogen Propulsion Technology, has fully mastered the development capabilities in a positive way from the design of core stack components, such as membrane electrodes and bipolar plates to power system integration and possesses complete independent intellectual property rights. After nearly two years of demonstration operations, Shanghai Hydrogen Propulsion Technology launched a fuel cell stack product for long-distance heavy-duty commercial vehicle scenarios with high power (250 kW and above), long lifespan (over 20 thousand hours), and high efficiency (with a comprehensive efficiency of over 46% under the common power conditions), effectively reducing the carbon emissions of commercial vehicles, especially long-distance heavy-duty commercial vehicles, and promoting the rapid construction of hydrogen energy.

Exploring the Circular Economy

SAIC Motor is dedicated to building a comprehensive green and low-carbon chain system, considering the environmental impact of its products from a full life-cycle perspective. By enhancing material recycling rates, promoting the cascading utilization and recycling of power batteries, and piloting the extended producer responsibility system for automotive products, SAIC Motor continuously explores the circular economy model to support the implementation of the national "Dual Carbon" goals.

SAIC Passenger Vehicle Adheres to the Extended Producer Responsibility System

Under the concept of the extended producer responsibility system, with the core focus on building a waste motor vehicle recycling system, SAIC Passenger Vehicle is committed to playing a responsible role throughout the entire lifecycle of automotive products. By collaborating with recycling and dismantling enterprises, the SAIC Passenger Vehicle aims to establish a standardized recycling system, construct a reverse recycling system, and expand the scope of comprehensive utilization scenarios. Additionally, SAIC Passenger Vehicle is working to improve the evaluation of carbon emissions throughout the entire lifecycle, build a green supply chain, and enhance data recording and information transparency. These efforts are intended to increase the standardized recycling rate of waste motor vehicles and enhance the comprehensive utilization value of resources.

SRIH Explores Battery Recycling and Reuse

With the support of digital technology, the SRIH, in collaboration with partners, recycled more than 500 batteries and modules designed and developed by SAIC Motor. After undergoing rigorous insulation and capacity tests, these components were utilized in the construction and operation of 11 battery energy storage application sites in four cities: Shanghai, Nantong, Qingdao, and Taicang, with a total capacity of 11 MWh.

SAIC Volkswagen Actively Explores Waste Recycling Field

SAIC Volkswagen initiated a project for the recycling of white body stamping waste. By selecting and collecting stamping offcuts with reusable value, the SAIC Volkswagen reused them to produce parts of the same material strength. During the reporting period, SAIC Volkswagen successfully recycled 87 types of waste for use in the production of 19 parts across six batch projects. In addition, during the development phase of some new vehicle projects, the concept of waste recycling was simultaneously integrated into the part design, continuously reducing material usage and related carbon emissions.

SEPT New Energy Technology Continuously Promotes the Battery Switching Mode

During the reporting period, SEPT New Energy Technology, a subsidiary of SAIC Motor, has supported the launch of battery switching versions for the Rising Auto and MAXUS brands and has opened battery switch stations in multiple cities across the country. These switch stations feature modular design, uninterrupted power during swapping, and active fire safety systems, allowing for battery replacement within the fastest 1.5 minutes, with high energy efficiency and safety factor. At the 4th China International Battery Switching Mode Industry Summit Forum, SEPT New Energy Technology was honored with the "2023 Battery Switching Industry Annual Best Switch Station Brand" award.

2.1.3 Energy Management

SAIC Motor takes the low-carbon transformation technology system as a key grip and support point, clarifies the green development direction, continuously optimizes the overall energy usage of the Company, and explores the energy saving and consumption reduction space through management improvement and technical innovation. By analyzing the implementation of energy management objectives, it continuously tracks and comprehensively improves energy usage efficiency.

In terms of targets, the Company strives to maintain a reduction rate of energy consumption intensity (comparable to energy consumption per 10,000 yuan of output value) within 16% by 2025.

Regarding the smart energy system, currently, two-thirds of key energy-consuming subsidiaries have established energy monitoring platforms, realizing online data monitoring and production management decision-making functions.

During the reporting period, the Company implemented 131 key energy-saving projects, resulting in an annual savings of 20,600 tons of standard coal.

2.2 Green Operation

SAIC Motor insists on integrating the concept of green development into the entire process of project operation, continuously improving the environmental management system, and optimizing resource allocation.

2.2.1 Environmental Management System

SAIC Motor strictly adheres to the national and local regulations on environmental management, such as the *Environmental Protection Law of the People's Republic of China*, and establishes a comprehensive environmental management system in accordance with the requirements of ISO 14001, integrating environmental management into daily operations. In addition, the Company actively conducts various environmental protection training to continuously raise employees' environmental awareness. During the reporting period, SAIC Motor invested over 440 million yuan in environmental protection and completed a total of 499,000 hours of environmental protection training.

SAIC Motor continuously constructs and improves its internal environmental management system, based on relevant international management standards and actively seeks third-party certifications. The Company continuously strengthens communication with stakeholders, drawing on advanced global environmental management experience, and implements real-time monitoring of various projects from the following four aspects:

Environmental Monitoring Plan
·Develop a monitoring plan and entrust qualified monitoring companies/organizations to monitor the emission outlets of relevant pollution sources to ensure that the emissions of various pollutants meet the standard requirements.
·Key monitoring subsidiaries will publicly disclose environmental detection data on the local Municipal Ecology and Environment Bureau's environmental information disclosure platform.
Emergency Response Mechanism
·Develop emergency response plans for sudden environmental incidents, establish emergency organizational structures to ensure rapid, orderly, and efficient emergency response, reduce casualties and economic losses, and achieve prevention before occurrence. At the same time, training and drills on emergency response shall be conducted regularly regarding sudden environmental incidents.
Environmental Information Disclosure
·Establish an environmental information disclosure system, regularly disclose corporate environmental management information, and accept supervision.
Energy Efficiency Management Platform
·Adopt automated, informalized, and centralized management modes to implement centralized dynamic monitoring and digital management of the production, transmission, distribution, and consumption links of corporate energy systems.

Empower the Planet Together

During the 2023 World Environment Day and Energy Saving Week, SAIC Motor held a series of events. SAIC GM actively collaborated with a third-party foundation to launch the "Empower the Planet Together" parent-child science classroom experience. The first experience class was held at the Ultium Super Factory of SAIC GM Wuhan, where the concept of energy, the development of new energy technology, and the significant impact of new energy vehicles and green transportation on environmental protection were introduced. The event also advocated for everyone to integrate a low-carbon lifestyle into their daily lives.

2.2.2 Optimization of Resource Use

In the face of an increasingly complex and severe external environment, SAIC Motor adheres to the implementation of the country's ecological civilization construction, improves the management of water resources and packaging materials, and promotes the continuous optimization of the resource use system.

Water Resource Management

The protection of water resource is a crucial link for the sustainable development of the economy and society. SAIC Motor attaches great importance to water resource issues and has taken a series of measures in water resource management and protection:

Improve the system	·Fully implement water-saving responsibilities and clarify job responsibilities ·Carry out inspections and supervision on water usage plans, water intake measurement, water-saving facilities, and sewage discharge ·Conduct regular inspections and maintenance of water usage points and handle anomalies in a timely manner ·Establish and improve the water management account books, and regularly collect and calculate water usage
Implement water-saving measures	·Promote intelligent management and improve water metering facilities ·Newly established water usage areas are included in planning and design, taking into account recycling of water and improving the reuse rate
Raise awareness	·Actively carry out special promotions, enhance employee awareness of energy conservation and water saving, and reduce daily waste

SAIC Motor strictly implements water resource management. The Company, following the water usage quota requirements from relevant authorities, establishes annual water consumption indicators, periodically conducts water balance tests, implements water-saving systems, enhances water-saving awareness, promotes the use of water-saving devices, and actively develops water-saving subsidiaries. By making these efforts, we have achieved certain results.

Packaging Materials Management

Through innovative research and development, we continuously improve the recycling rate of packaging, reduce the waste of packaging materials. On the premise of meeting the basic packaging requirements of the deliverables and ensuring their completeness, we recycle and reuse packaging materials to enhance their utilization, minimize the impact of our Company's operations on the surrounding environment, and promote the green transformation of the packaging supply chain.

SAIC Motor consistently prioritized the reduction of packaging materials as a key annual task. The Company continuously made breakthroughs in packaging recycling sharing, lightweight design, improving the packaging volume efficiency, promoting lightweight and packaging reduction, assisting the development of green packaging.

SAIC GM Promotes Packaging Reduction

Recycling and Sharing of Packaging: Implementing standardized, flexible, and recyclable packaging tools, relying on systematic dynamic supervision and overall coordination and dispatch across regions.

Environmental Lightweight Packaging Design: Introducing new lightweight materials to gradually replace metal packaging; continuously optimizing the framework structure to promote packaging weight reduction.

Continuous Improvement of Packaging Volume Efficiency: Innovative research on new structures and models to continuously improve the packaging volume efficiency, reducing the investment in packaging tools.

SAIC Passenger Vehicle Continuously Increases the Proportion of Circular Packaging

The Zhengzhou and Ningde bases of SAIC Passenger Vehicle vigorously explored the application scenarios of circular packaging and achieved a 99.5% recycling rate for packaging. This led to a reduction of 200 tons of waste cardboard compared with 2022.

SAIC Passenger Vehicle continuously optimized and improved the export packaging, reduced the use of cardboard boxes and wooden boxes by optimizing the box type load structure, and reduced the usage by 14% compared with 2022. Moreover, the modular design of export vehicle body material racks was implemented, transforming the related materials from single-use to circular-use, thereby practicing the concept of green recycling.

2.3 Ecological Protection

With the advancement of industrialization and urbanization, the pollutants emitted from urban life and industrial production not only have a direct impact on the ecosystem, but also pose potential hazards to human society. It is urgent for entities to strengthen the comprehensive management of pollutants. SAIC Motor takes environmental protection as its responsibility and continuously reduces the impact of its business activities on the environment.

2.3.1 Pollutant Prevention and Waste Management

To minimize the impact of waste on the surrounding environment, SAIC Motor has established a leading group and a working group regarding environmental protection, which implements unified management of wastewater, waste gas, solid waste, and noise, and applies advanced pollutant treatment technologies to strictly control various pollutants throughout the entire process from production, storage, transportation to disposal. The subsidiaries study and update relevant environmental protection laws and regulations, and modify and improve the environmental management system based on actual operational conditions, comprehensively promoting the construction of a pollutant management system and ensuring legal and compliant emissions.

The subsidiaries under SAIC Motor set their respective reduction targets. Taking the SAIC Passenger Vehicle Ningde Base as an example:

·Waste Water Quantitative Target: 0.86 m^3 per vehicle

·Hazardous Waste Quantitative Target: 6.514 kg per vehicle

·Air Emission Quantitative Target: Total emissions limit for NOx is 30.35 tons/year; VOC is 41.97 tons/year; SO_2 is 6.47 tons/year.

Pollution Prevention and Control Management

SAIC Motor actively carried out pollution prevention and control work around wastewater, waste gas, noise, and solid waste. The Company and its subsidiaries encourage the advancement of third-party governance of pollutants. Regular maintenance of governance equipment and facilities is conducted to ensure effective treatment of pollutants and meet emission standards. Annually, qualified monitoring institutions are entrusted to monitor wastewater, waste gas, noise, etc. Rainwater and sewage separation is implemented. Subsidiaries involved in heavy metals implement online monitoring for water pollutant emissions. Unorganized emissions are strictly controlled, and important atmospheric emission points, for instance, the entire vehicle painting workshop have installed online monitoring devices for atmospheric pollutant emissions. Industrial noise pollution control work is carried out. Solid waste is strictly classified and collected, and properly handled and disposed of. Hazardous waste is outsourced to qualified suppliers for legal disposal, and the duplicate forms system and ledger management system are strictly implemented, promoting the reduction of hazardous waste treatment.

During the reporting period, SAIC Motor's pollution prevention and control facilities and equipment were fully installed and the environmental protection facilities and equipment were in good operating condition.

Environmental Impact Assessment Management

SAIC Motor and its subsidiaries strictly adhere to the requirements of relevant laws and regulations such as the *Environmental Impact Assessment Law of the People's Republic of China* to carry out the environmental impact assessment work for construction projects, and strictly implement the environmental protection "Three Simultaneities" system of designing, constructing, and putting into production environmental protection facilities and main facility projects at the same time. The main new construction, reconstruction, and expansion projects of the subsidiaries with SAIC Motor have all obtained the approval of the environmental protection departments and are implemented in accordance with the law.

Emergency Plan Management for Environmental Incidents

SAIC Motor and its subsidiaries have prepared emergency plans for environmental incidents as required, established emergency organizational structures to ensure rapid, orderly, and efficient emergency response, to reduce personnel casualties and economic losses, and to avoid incidents before occurrence. At the same time, the Company actively carry out various pieces of training and drills for emergency response to environmental incidents, improve the risk prevention awareness of employees, and the ability of emergency personnel to handle incidents properly in emergencies.

Self-monitoring Management of the Environment

SAIC Motor and its subsidiaries have implemented the *Technical Guidelines for Self-Monitoring of Pollutant Discharge Units* issued by the National Ecology and Environment Ministry, and have formulated self-monitoring plans. They also entrust qualified monitoring units to monitor the pollutant discharge outlets of relevant pollution sources as required, to ensure that the emissions of various pollutants meet the standard requirements. At the same time, the relevant key supervised subsidiaries with the Company also disclose environmental monitoring data on the local Municipal Ecology and Environment Bureau's environmental information disclosure platform.

SGMW's Waste Minimization Measures

To reduce the amount of waste generated, the SGMW painting workshop added paint slag dewatering and drying equipment. This equipment allows the paint slag to be transferred from the scraping tank to the dewatering and drying equipment, helping reduce the moisture content of the paint slag, thereby reducing the amount of related waste disposal. With the use of this equipment, the amount of paint slag generated by SGMW has decreased by 27.6% YOY.

2.3.2 Biodiversity Conservation

The ecosystem is a condition upon which human survival depends, and protecting biodiversity is crucial for maintaining ecological balance and promoting ecological security. By actively participating in various biodiversity protection projects, the Company demonstrates its commitment to social responsibility and contributes to the construction of a beautiful China where humans and nature coexist in harmony.

Ecological Awareness Training

During the "International Day for Biological Diversity" in 2023, SAIC Motor collaborated with Liuzhou Municipal Ecology and Environment Bureau to carry out an ecological species survey and a special protection activity for "Insect Hotels" at the Baojun Base. Through species surveys and the construction of insect hotels, employees learned about biodiversity statistics and the living habits of insects, further deepening their awareness of biodiversity protection.

Creating an Ecological Industrial Park

To avoid altering or damaging the existing ecological environment, SAIC Volkswagen Powertrain makes full use of a large amount of local natural ecological vegetation, and rationally arranges the spatial system of the factory area, providing a relatively good original ecological living environment for some small mammals, birds, insects, etc. As a result, the biodiversity within the region is well preserved and protected. At the same time, the SAIC Volkswagen Powertrain has equipped ourselves with a professional greening team, and have formulated an annual work plan, based on the growth characteristics of the plants. The team carries out tasks, such as pruning, irrigation, fertilization, and transplantation by zones and according to the seasons. Additionally, the SAIC Volkswagen Powertrain has set aside special funds for the maintenance of the factory area's green spaces, aiming to create an eco-friendly green environment within the factory area.

03

Leading With Innovation and Achieving Excellent Service

Robust products and superior services are crucial supports for the Company to enhance market competitiveness, and they are essential conditions for the Company to achieve innovation-driven and sustainable development transformation. SAIC Motor focuses on improving the quality of supply, takes reform and innovation as the fundamental driving force, implements information security guarantees, centers on users, and builds a green supply chain system, contributing to the high-quality development of the industry.

3.1 Product Guarantee

SAIC Motor always adheres to "Quality First", maintaining high-quality operations by strictly controlling the product quality of the enterprise, establishing and improving management mechanisms to oversee the entire production process, and optimizing the product recall mechanism, to ensure our high-quality operations.

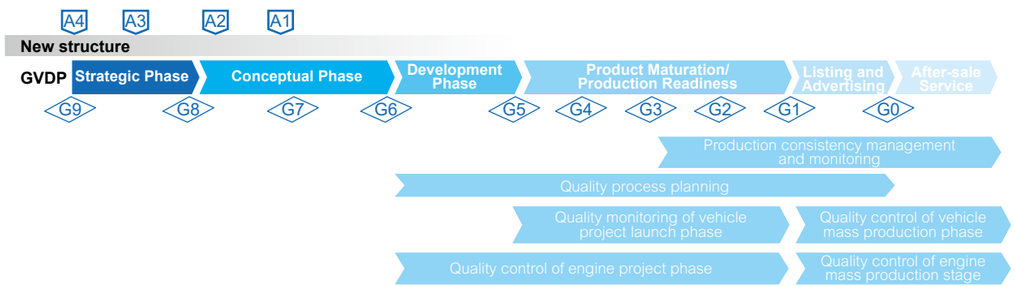
3.1.1 Quality Guarantee

SAIC Motor has firmly established the concept of "Quality Enterprise", making "High Quality" an essential part of the core competitiveness of the Company. By inheriting and carrying forward the concept of "Unceasingly Striving for Perfection" and conducting effective practices, it gives full play to its system and management advantages and tightly relies on the diligent and solid work of all SAIC Motor employees to ensure the quality of SAIC Motor's innovative development.

During the reporting period, SAIC Motor and its subsidiaries obtained 194 IATF16949 Quality System certifications and 40 ISO9001 Quality System certifications, among which the quality management system certifications covers 100% production enterprises.

Quality Management Process

SAIC Motor adheres to the requirements of relevant laws and regulations, such as the P*roduct Quality Law of the People's Republic of China* strictly and has established systems, including the *Quality and Operation Management/001:Quality Target Management*, the *Major Quality Accident Reporting and Accountability Management Policy*, and the *Safety Production Responsibility Policy*. These systems stipulate the overall work process and responsible departments for the formulation, review, publication, tracking, improvement, and reporting of SAIC Motor's annual quality objectives. Meanwhile, guided by user satisfaction and adhering to the principle of "Quality Prevention", we continuously improve manufacturing quality through process quality monitoring, product quality inspection and auditing, and the promotion of continuous quality improvement work, ensuring that products meet legal requirements and the needs of clients.



Quality Management Objectives

At the beginning of each year, the Quality and Technology Management Department of SAIC Motor is responsible for formulating the action guidelines for the Group's quality objectives. The Group's subsidiaries, in conjunction with the actual circumstances, propose and sign the annual quality objective plans which simultaneously included in the Company's annual operation target responsibility letter for further assessment.

Examples of Quality Objectives and Achievements of SAIC Motor	
Auto Products Quality Targets	During the reporting period, for passenger vehicles, the fault rate per thousand vehicles for 59 models decreased by an average of 4.08% compared to the targeted average; the average quality claim cost per vehicle decreased by 5.67% compared with the targeted average. For commercial vehicles, which include 16 types of whole vehicles and complete machines, the fault rate decreased by an average of 5.68% compared to the targeted average, and the average quality claim cost per vehicle decreased by 8.19% compared to the targeted average.
Manufacturing Quality	Tracking the AUDIT & GCA review results for 59 models of passenger vehicles, the rate of compliance reached 100% by the end of 2023. Additionally, the first-time submission pass rate for 16 categories of commercial vehicles reached 90% during the reporting period.
Quality Loss Rate	SAIC Motor sets annual quality loss rate targets for directly managed enterprises. The overall quality loss rate for the directly managed enterprises during the reporting period was 0.46%.

Quality Management Assessment

SAIC Motor and its subsidiaries implement various work measures in accordance with the established quality objectives, and report the actual performance of quality indicators monthly. The Quality and Technology Management Department compiles a monthly quality report based on the materials submitted for tracking, and implements quality assessment at the end of the year according to the unified arrangement of the Group.

In terms of vehicle quality assessment, SAIC Motor insists on conducting full-process quality control from the aspects of raw material procurement, component procurement/production, vehicle assembly, quality inspection, vehicle testing, and product delivery. Based on the requirements of *SAIC Motor Passenger Vehicle Branch Quality Target*, it focuses on evaluating failure situations and process risks, and formulates inspection frequencies according to risk levels for tracking inspections. Among them, projects rated as high or medium risk must ensure 100% and full-frequency inspections.

SAIC Motor takes high importance of vehicle safety performance. Based on the strict implementation of various quality assessments, the Company has established a specialized safety performance detection system that covers the entire process from design to production. By combining software simulation scenarios with actual tests, precautionary safety inspections are conducted for various safety incidents, ensuring the overall vehicle quality and occupant safety.

ROEWE D5X Passed Extreme Safety Collision Test

In the first real scene extreme collision test, the ROEWE D5X was impacted successively from the side and rear by an 8.6-ton large cargo truck. Based on the vehicle's excellent quality performance, the D5X successfully passed the challenge despite enduring shock waves more than three times exceeding the national standards.

In terms of test results, the ROEWE D5X achieved high scores in structural performance, restraint system, "Three Electric Systems" safety, fuel system, as well as post-impact vehicle functionality. Additionally, the condition of the dummy inside the vehicle remained intact, demonstrating that the vehicle can provide uniform protection for all occupants under extreme collision.

The Quality and Technology Management Department of SAIC Motor compiles the *Group Quality Monthly Report* for major products each month, based on the operation information of quality indicators. The report focuses on statistics of the quality operation situation for each major product, the achievement and trend of indicators in the annual *SAIC Passenger Vehicle Branch's Overall Quality Target*, and the analysis and rectification measures for unmet targets.

Meanwhile, we track the performance of quality objectives of various departments, and implement the analysis and rectification work for major product quality issues and system quality issues. In addition, we release, track, and accept the improvement of issues through the eTRACKING system to the responsible departments, and combine platform performance management to urge all responsible departments to make timely rectifications. Furthermore, we strengthen management communication through weekly market quality meetings and monthly quality committee meetings, continuously strengthen the communication of management issues, and make decisions and improvements on corresponding issues.

Quality Training

SAIC Motor is dedicated to continuously enhancing the quality awareness of all employees. Through regular special lectures, drills, and other various forms, we strengthen the cognition and sense of responsibility of all employees towards product quality. At the same time, for key positions, we formulate more refined special training plans to ensure quality control at critical links, continuously improve the professional quality and operational skills of employees, and lay a solid foundation for the excellent quality of the Group's products.

Regarding the supplier, the Company focuses on the SAIC supplier quality management requirements and professional component quality technology, conducting special quality training for suppliers every month, and requiring all new suppliers and mass suppliers to participate in related activities, clarifying the supply chain quality management requirements, and ensuring the quality of raw materials and the stable operation of the enterprise.

Supplier Quality Training System of SAIC Passenger Vehicle

3.1.2 Product Recall

SAIC Motor strictly implements the national regulation of the *Administration of Recall of Defective Auto Products* and has compiled and issued the *SAIC Motor Corporation Limited Defective Automotive Recall Management Measures* to clarify the approval mechanism, work processes, and responsibility systems for automotive recalls.

During the reporting period, SAIC Motor proactively initiated and implemented 7 recalls of whole vehicle products according to the management measures, with a cumulative recall of approximately 1,334.9 thousand of vehicles. Currently, the ongoing recall actions are progressing steadily. Moving forward, SAIC Motor will further summarize experiences and lessons, strengthen the application of quality tools, strictly carry out product testing and verification, enhance supply chain management and process quality control, continuously improve product reliability, maintain a stable level of product quality, actively and proactively safeguard the legitimate rights and interests of consumers, and better fulfill social responsibilities.

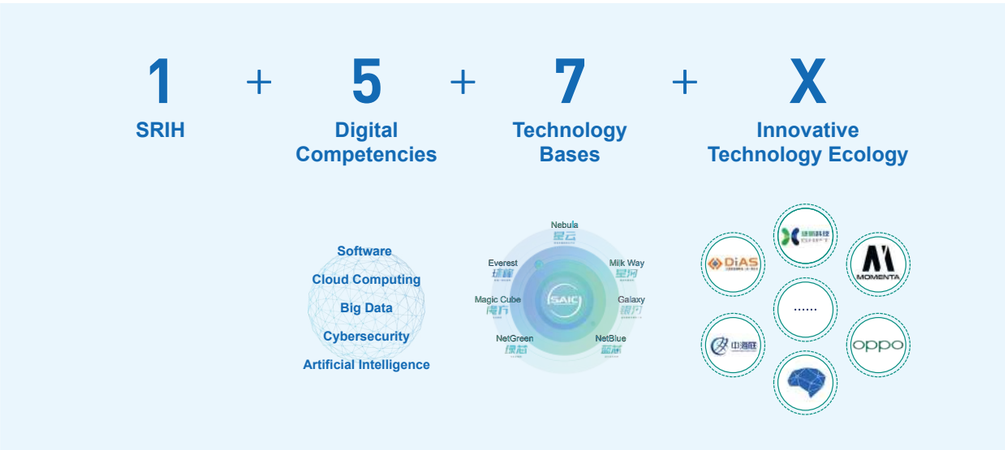
3.2 Innovation Driven

SAIC Motor firmly believes that innovation is the primary driving force for development. We continuously accelerate independent innovation, master core technologies, respect and protect corporate intellectual property rights, build our competitive advantages, and enhance the Company's market competitiveness.

During the reporting period, the Company had 33,827 R&D staff, accounting for 16.7% of the total number of employees.

3.2.1 Innovation System

In recent years, through continuous exploration and optimization, SAIC Motor has constructed the "157X" innovative technology system. Led by an innovative research and development headquarters, we gather numerous leading technology companies inside and outside the industry to build an "Innovative Technology Ecology". This ecosystem is supported by strengthening digital competencies in software, artificial intelligence, big data, cloud computing, and cybersecurity. It has launched the "7 Technology Bases", which includes "3 Vehicle Platforms" and "4 Key Systems". This approach comprehensively and systematically promotes the overall technology innovation and iteration of SAIC Motor's various product categories, further solidifying SAIC Motor's core competitiveness.



The SAIC Motor has established Industry-University-Research cooperation relationships with nearly 40 universities and research institutes across the country, including Tsinghua University, Shanghai Jiao Tong University, and Tongji University, fully embodying the Group's management philosophy of "Integrating Resources from Domestic and Abroad for Own Use" and its technological innovation ideas. The Group has jointly established the "National Key Laboratory of Advanced Vehicle Design and Manufacturing Technology" with Hunan University and the China Automotive Center. Between 2015 and 2023, through the Industry-University-Research platform of the "Shanghai Automotive Industry Science and Technology Development Foundation", SAIC Motor focused on cutting-edge technologies and funded 218 corporate-university cooperation projects in key technology areas, such as Internet of vehicles, intelligent driving, and new energy, with a total funding of 120 million yuan.

3.2.2 Innovative Achievements

SAIC Motor adheres to the principles of "Scenarios Create Value, Software Defines Vehicles, Data Determines Experience" We actively shape our integrated capabilities and technological innovation advantages, ranging from chips and operating systems to software, data closed loops, motion control systems, three-electric systems, and the corresponding vehicle integration for various scenarios. This effort aims to build a new "Technology Lifeform" equipped with a "Powerful Heart", an "Agile Body", and a "Intelligent Brain". This can provide users with ultimate acceleration experiences, safety experiences, comfort experiences, and intelligent experiences.

Powerful Heart

The 800V silicon carbide electric axle characterized by greater torque, stronger power, and higher rotational speeds, has entered mass production and been installed in vehicles. In the future, SAIC Motor's pure electric vehicles will join the "2-second Acceleration Club". The Magic Cube battery system, featuring an innovative "Pre, Guide, Lie, Separate, and Ventilate" battery pack design, achieves "0 Thermal Runaway" for the power battery system, reaching the best safety level in the industry. Meanwhile, SAIC Motor also accelerates the research and development of solid battery cells. In 2024, semi-solid batteries will be mass-produced and installed in vehicles, offering higher safety performance and increased energy density. Subsequently, the Company will also achieve mass production of solid batteries for vehicle installation.

Agile Body

SAIC i^3-Motion's "Vehicle Motion Control (VMC)" is the first in China to adopt a "Full-domain Wired Intelligent Execution" carrier, integrating advanced technologies, such as wired steering, rear-wheel steering, four-wheel dry-type EMB braking, four-wheel drive motors, and electronically controlled suspension. It enables the vehicle to maintain stability in various driving modes and complex road conditions, providing an ultimate safe and comfortable driving experience.

Intelligent Brain

SAIC Z-one "Galaxy" full-stack intelligent vehicle solution, is the first full-stack intelligent vehicle solution integrating cloud, management, and terminal in China. By 2025, the "Central Computing + Regional Control" Galaxy full-stack 3.0 intelligent vehicle solution will be fully implemented, achieving the integration of the four domains of "Cabin, Driving, Computing, and Connectivity", with the number of domain controllers halved, data bandwidth increased by 5 times, wiring harness length reduced by 30%, OTA update speed increased by 70%. The IOT ecosystem is deeply integrated, supporting data closed loops. Vehicles will have the ability to self-learn, self-evolve, and self-grow, becoming the most considerate "Intelligent Travel Companion" for users.

IM Motors equipped with L3-level autonomous driving vehicles, officially obtained an autonomous driving test license for high-speed roads in Shanghai. In next 3 to 5 years, IM Motors will accelerate the implementation of intelligent driving products, with high-precision map-based NOA, urban NOA, and commuter mode intelligent driving products set to launch intensively.

SAIC AI LAB and UTOPILOT, which are the subsidiaries of SAIC Motor, have obtained the first batch of driverless road test licenses nationwide, accelerating the advancement of driverless technology landing.

SAIC Motor continuously strengthens its technical capabilities and builds an Industry-University-Research innovation system. During the reporting period, the Company established 8 national-level technical centers, 30 municipal-level enterprise technical centers, and 59 national high-tech enterprises. Meanwhile, it won 8 China Automotive Industry Science and Technology Progress Awards and 7 Shanghai Science and Technology Progress Awards.

In addition, to further stimulate the R&D vitality and innovation of employees, and to create an internal innovation atmosphere, the Company has also established a corresponding innovation talent incentive system, providing rewards for innovative talents. During the reporting period, a total of 30 SAIC Technology Innovation Awards, 9 SAIC Patent Awards, and 24 SAIC Software Awards were given, with a total of 8.95 million yuan awarded for these three types of awards.

3.2.3 Intellectual Property Protection

SAIC Motor places great emphasis on the protection of intellectual property rights and strictly adheres to relevant domestic and international laws and regulations, such as the *Patent Law of the People's Republic of China*, the *Detailed Rules for the Implementation of the Patent Law of the People's Republic of China*, and the *Patent Cooperation Treaty*. Meanwhile, we have established systems, including the *Patent Management Measures* and the *Technology Licensing and Transfer Management Policy* to ensure the protection of the intellectual property rights of core technologies, which provides strong support for high-quality development and continuously enhances market competitiveness.

During the reporting period, SAIC Motor was honored with the title of "National Intellectual Property Advantage Enterprise", and eight of its subsidiaries, including SGMW and SHPT, obtained the "Intellectual Property Management System Certification".

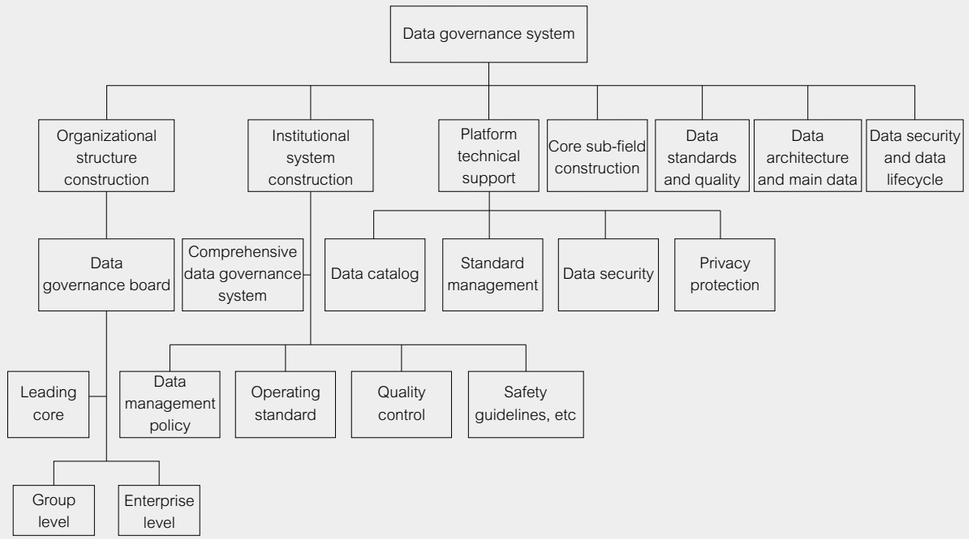
3.3 Information Security

The management and protection of user information security and privacy are indispensable core responsibilities and obligations of the Company. SAIC Motor continuously improves its data governance system and effectively utilizes resources to ensure the security and privacy of user information.

3.3.1 Data Governance System

SAIC Motor has established a comprehensive governance system that covers the entire lifecycle of data, aiming to enhance the transparency, availability, integrity, and security of data. This ensures that all links meet standards and specifications, guaranteeing data quality and compliance.

Data Governance System of SAIC Motor



By continuously improving the data governance system and establishing efficient, transparent, and orderly data management practices, the Company obtains higher-quality and valuable data. This helps us carry out more accurate market insights and user analysis, promoting continuous innovation of products and services, and laying a solid foundation for the Group's digital transformation and business innovation.

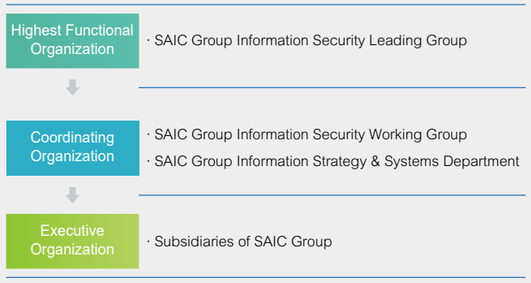
3.3.2 Information Security and Privacy Management

SAIC Motor has established a sound corporate information security and privacy management system, starting from the three major sections of institutional guarantee, technical guarantee, and security review, to fully control the security and confidentiality of information.

Policies and Management

SAIC Motor strictly adheres to the *Data Security Law*, the *Personal Information Protection Law*, the *Several Provisions on the Management of Automobile Data Security (Trial)* and other relevant laws and regulations. The Group has established an internal institutional framework, including the *Information System Security Management Policy*, the *Information System Account Management Measures*, and the *Data Center Emergency Response Management Measures*, continuously improving the level of internal information security and privacy management.

Network Security Organization Structure of SAIC Motor



During the reporting period, SAIC Motor focused on intelligent vehicles and the construction of integrated cloud, management, and terminal network security, and formed a security management system of "1 General Domain + 3 Special Domains (Digital Factory Security, Intelligent Connected Vehicle Network Security, and Data Security)", completed and actively promoted the release and standardization work of the *SAIC Motor Network Security Control Standard 3.0*, developed compliance assessment tools, and realized online enterprise standardization.

Technical Safeguard

SAIC Motor has established a "Cybersecurity Management and Collaboration Platform", which has formed a comprehensive cybersecurity protection capability that covers the entire Group, in all directions, and at all times, and has achieved 100% coverage of directly managed subsidiaries and second-tier subsidiaries.

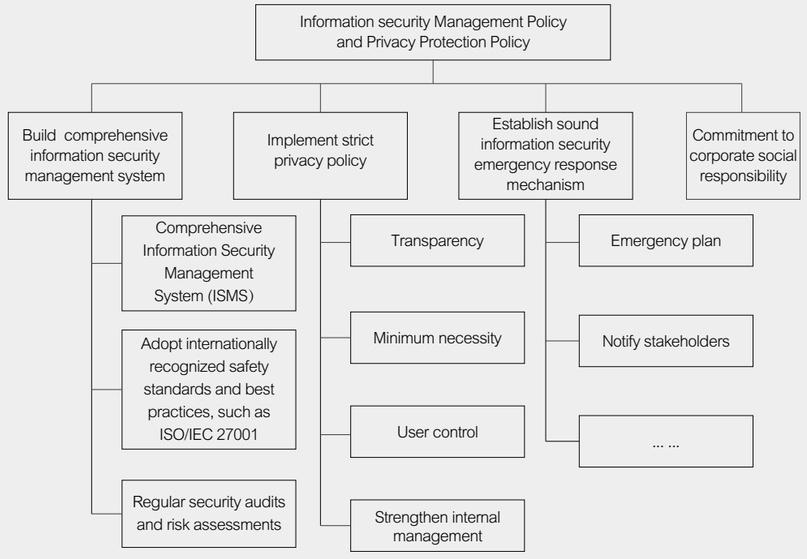
Security Reviews

SAIC Motor carries out security risk assessments of its subsidiaries through a combination of online and offline methods. It actively implements the security risk reviews and safety performance evaluations of its subsidiaries. Through comprehensive reviews, special reviews, and core-areas reviews, in order to ensure cybersecurity.

During the reporting period, SAIC Motor completed the construction of a system platform for 555 control points, preliminarily realizing the online processing of the Group's safety review work. Comprehensive online reviews were conducted for 27 key subsidiaries, tripling the review efficiency. For the 9 subsidiaries included in the Company's "Three-Year Action Plan for the Development of New Energy Vehicles", we identified safety risks through on-site special reviews, and all enterprises developed plans for rectification. In addition, the Company organized red-blue confrontation practical exercises for 6 enterprises, and 39 enterprises completed emergency drills; successfully providing security services for important periods, such as the "NPC & CPPCC", the Asian Games, and the China International Import Expo(CIIE).

To further implement user privacy protection, we have also formulated a series of prospective and comprehensive information security management policies and privacy protection policies.

Information Security Management Policy and Privacy Protection System of SAIC Motor



SAIC Motor actively engages in the construction and Certification of information security systems, and encourages its subsidiaries to carry out network security management Certification. In 2023, its subsidiaries including SAIC Passenger Vehicle and SAIC MAXUS have respectively obtained ISO 27001, ISO 27701 system certification, and R115 compliance certification. During the reporting period, no information security and privacy leakage incidents occurred within SAIC Motor.

3.3.3 Information Security and Privacy Training

To enhance the awareness and level of cybersecurity management among employees, the Company has formulated an information security awareness training plan for employees, requiring all staff to complete 4 hours of security training per year, and professionals to complete 8 hours. An assessment mechanism has been established to track the training outcomes. During the reporting period, the Company organized and conducted a special training program for internal auditors and awarded the "SAIC Motor Network and Data Security Internal Auditor Training Certificate" and the "Ministry of Industry and Information Technology Talent Capacity Building Certificate (National MIIT)" to employees who passed the assessment. Meanwhile, outstanding talents were selected to form a Group expert database, providing strategies for the construction of the Company's information security system.

3.4 User Experience

The Company always places user experience at the core of business operations, and adheres to a responsible attitude, and continuously optimizes user experience, to build a long-term and solid user base.

3.4.1 Responsible Marketing

SAIC Motor strictly adheres to national laws and regulations, such as the *Law of the People's Republic of China on Protection of Consumer Rights and Interests* and the *Advertising Law of the People's Republic of China*, genuinely disclosing product and service information, eliminating false marketing, and effectively protecting consumers' right to know. The Company has established strict management requirements, clarifying the process for external information release, ensuring the authenticity and reliability of external publicity through multi-departmental reviews and regular reviews by the website management team, and resolutely safeguarding consumers' rights. At the same time, we are committed to establishing unimpeded information inquiry channels, facilitating efficient communication with stakeholders, and enhancing their reliance and trust in the Company's brand.

3.4.2 User Experience Optimization

SAIC Motor emphasizes customer complaints and feedback, considering them as essential channels for improving product quality and meeting customer needs. The Company establishes comprehensive institutional management requirements and continuously enhances its quality management and customer service systems. By addressing customer pain points, the Company constantly optimizes the customer complaint communication mechanism to solve their issues timely and dependably, which meets customer demands, and enhances customer satisfaction and market reputation.

SAIC Motor communicates with customers through its official website, 400 customer hotlines, government complaint platforms, Car Quality Network complaint platform, and the media actively. In addition, in collaboration with the Shanghai Municipal Commission of Commerce, we have implemented a direct connection between the "12345 Citizen Hotline" and the subsidiaries of SAIC, including the establishment of hotline phones for SAIC Volkswagen, SAIC GM, and SAIC Passenger Vehicle and other subsidiaries.

During the reporting period, we received 964 complaints, with a complaint response rate of 100% and a complaint closure rate of 100%.

The SAIC Motor adopts a method that combines third-party evaluations with independent research to gain a comprehensive understanding of market demands. An independent and objective research database has been established to expand the comprehensiveness of the research, grasp market demands, providing stronger support for technological innovation. During the reporting period, we conducted customer satisfaction surveys for 13 models across 9 BEV brands and added new forms, such as "Customer Telephone Interviews" to further enhance the comprehensiveness of the research.

3.5 Supply Chain Management

Based on the great changes in the automotive industry, SAIC Motor insists on the theme of promoting high-quality development, focuses on the industrial chain, strengthens in-depth cooperation with supply chain enterprises, improves the information communication and synergy mechanism with supplier enterprises, and strives to improve the resilience and safety level of the industrial chain and supply chain. In addition, we pay attention to guiding suppliers to actively implement the concept of sustainable development in lean production, environmental protection, and other aspects.

3.5.1 Supplier Management

The SAIC Motor optimizes its supplier management system, implements strict supplier evaluation standards, and reduces supply risks continuously to enhance the level of supply chain management. We established a comprehensive institutional framework, through management systems, such as the *Production and Procurement Supplier Management Process*, the *Production and Procurement Management Regulations*, the *Potential Supplier Evaluation Process*, the *Supplier Business Performance Management Process*, the *Supplier Comprehensive Quality Performance Evaluation Process*, and the *Supplier Comprehensive Performance Evaluation and Comprehensive Performance Improvement Management Process*. The Company clarifies the key tasks of supplier evaluation and management, and continuously strengthens the level of supply chain management.

Meanwhile, SAIC Motor is committed to building a green supply chain, establishing a green supply chain management system, and regularly inviting third-party institutions to evaluate the Company's green supply chain management and issue evaluation reports. The aim is to reduce the impact on the ecosystem, including supply chain management processes, division of responsibilities among various departments, incentives and penalties, and other measures.

During the reporting period, SAIC Passenger Vehicle established a special green supply chain working group, composed of the R&D Innovation Headquarters, the Procurement Center, the Quality Center, the Sales Company, and various production bases.

The Tasks of Green Special Work Group of SAIC Passenger Vehicle

R&D Innovation Headquarters

Responsible for the research and interpretation of relevant national policies and regulations, led the establishment of the company-level management system and standard system, embedded relevant requirements into the GVDP, and undertook green supply chain management and vehicle performance control and other work.

Procurement Center

Comply with the requirements of the *Green Supply Chain Management and Control Measures*, increase the control of hazardous substances and material data collection requirements for suppliers, and take "Products Meet the Limit Requirements of Hazardous Substances" as a prerequisite for supplier selection.

Quality Center

Responsible for monitoring the process of quality management related to harmful substances in automotive products, urging rectification and recording the operation and change of the feedback management system according to the problem.

Sales Company

Responsible for green packaging, storage and transportation of products.

Production Bases

Responsible for information consistency checks in accordance with the *Production Consistency Control Plan*, reflect the inspection requirements of rubber and plastic parts material identification in the product inspection documents, and strictly control the use of harmful substances to ensure that the banned substances for automotive materials meet the requirements of regulations.

SAIC Motor has established a green supply chain selection mechanism, which comprehensively considers the supplier's environmental, quality, cost, and service capabilities. It requires mass production suppliers to provide ISO 14001 system certification or an environmental commitment letter. Additionally, manufacturing suppliers for mass production are required to hold an IATF 16949 certification and pass the Purchasing Department's pre-qualification audit to continuously build a green supply chain system. In addition, we require suppliers to sign a integrity agreement at the access stage, continuously enhancing the level of supply chain business ethics protection.

SAIC Motor also seeks external cooperation actively, utilizing diverse channels, such as third-party industry associations to obtain more precise supplier evaluation information, ensuring the stable and efficient operation of the supply chain. During the reporting period, SAIC Volkswagen has officially become a member of the "Driving Vision News" association. Through in-depth cooperation with this association, SAIC Volkswagen can share cutting-edge industry information and obtain the association's objective evaluation results of relevant suppliers in the industry. This helps the SAIC Volkswagen promptly grasp the operational updates, quality control situation, and service levels of suppliers, providing strong support for procurement decisions.

3.5.2 Supplier Evaluation and Empowerment

SAIC Motor and its subsidiaries have established multiple management requirements, including the *Supplier Business Performance Management Process*, the *Supplier Comprehensive Quality Performance Evaluation Process*, and the *Supplier Comprehensive Performance Evaluation and Continuous Improvement Management* Process. These requirements conduct regular performance evaluations on suppliers in aspects, such as quality and environment, aiming to continuously optimize the supplier resource pool, encourage suppliers to be self-motivated and continuously improve, and form a dynamic management system.

In addition, to improve supplier performance continuously, SAIC Motor has established a green supply chain education and training mechanism. The Company arranges quality management and technical improvement training for mass production suppliers annually, helping them to enhance product quality and ensure the security and stability of the supply chain.

3.6 Industry Contribution

The global automotive industry is accelerating its shift into the era of electrification and intelligence, and the international automotive industry is facing significant challenges in innovation transformation and sustainable development. SAIC Motor is committed to strengthening strategic partnerships, deepening cooperation in various fields, gathering innovative forces, and jointly responding to challenges. Meanwhile, we adhere to the original mission of "Serving the Country through Industry", seize opportunities, innovate independently, and make every effort to cultivate and expand the automotive industry and promote the sustainable development of the automotive industry.

3.6.1 Industry Development

Perfecting the Standardization System

SAIC Motor fully grasps strategic opportunities, and actively integrates into the development and transformation of the global automotive industry, leveraging its advantages. We are dedicated to researching new technologies, and participating in the formulation of national industry standards. The Company has completed and published a total of 223 standards at all levels, including 152 national standards, 27 industry standards, 37 group standards, and 7 local standards, promoting high-quality development of the automotive industry.

In the formulation of "Dual Carbon" policy and energy-saving standard, SAIC Motor participated in projects, including the "Automotive Industry Association of China's Auto Carbon Neutral Policy Research Working Group" and Shanghai's "Green Manufacturing System Promotion", with a focus on policy trends in industries, such as industrial manufacturing and transportation. Its subsidiaries, SAIC GM and PATAC were involved in drafting multiple standards including the *QC/T XXX Guidelines for the Calculation and Reporting of Carbon Footprint of Road Vehicle Products* and the *QC/T XXX Rules for the Classification of Carbon Footprint Product Types for Passenger Vehicles*. At the same time, SAIC Motor also participated in the standardization activities of the A-LCA Informal Working Group of the Working Party on Pollution and Energy of the UNECE World Forum for Harmonization of Vehicle Regulations (UN/WP. 29/GRPE), committed to developing globally recognized regulations and standards for the calculation of the automotive life cycle carbon footprint.

In addition, SAIC Motor actively advocates the concept of "Integrating Resources and Sharing Collaboration", values Industry-University-Research cooperation, and focuses on introducing and cultivating innovative talents in the industry. During the reporting period, SAIC Motor established 10 new projects and funded 9.73 million yuan. The Company conducted follow-up research on 55 topics that had been completed and accepted in the past three years, and 31 of these topics were transformed and applied to varying degrees. Among these topics, 52 invention patents were accepted or authorized, 6 software copyrights were granted, and 14 outstanding graduates were recruited for SAIC Motor, contributing to the Company's receipt of the second prize of the "Technical Progress Award" in the 2022 China Machinery Industry Science and Technology Awards and the second prize of the 2021 SAIC Software Award, which generated significant economic and social benefits.

3.6.2 Building Cooperation

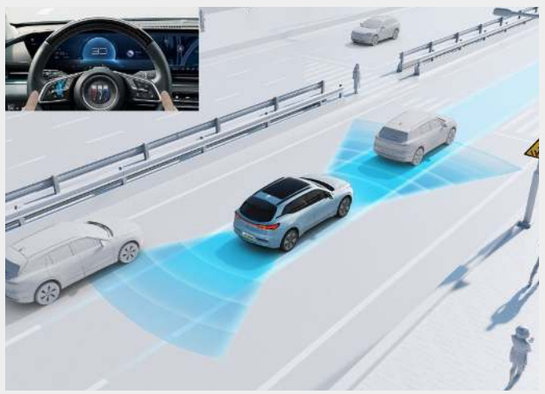
SAIC Motor has been continuously deepening its strategic cooperation with international partners, such as Volkswagen AG and General Motors. By brand revitalization and increasing the launch of new products, the partners are jointly and actively responding to market challenges and participating in global market competition.

SAIC Motor Signs Memorandum of Understanding with Audi to Jointly Sprint on the New Track of Electric Intelligence

On July 27, 2023, SAIC Motor signed a Memorandum of Understanding with Audi, Germany. The two parties will combine their respective advantages to create a new mutually beneficial and win-win model, accelerate the development of new electric vehicles for SAIC Audi, and meet the needs of Chinese users for high-end electric smart connected cars.

SAIC GM Software and Digital Center Officially Established

On November 8, 2023, the SAIC General Motor Software and Digital Center was officially established in the Jinqiao area of Pudong, Shanghai. The center focuses on the development of the industry and user needs in the new era, integrates advantageous resources across the entire business chain, provides users with better intelligent connected functions and digital services, and offers new momentum for the continuous acceleration of SAIC GM development on the new track of electric intelligence.



In addition, SAIC Motor leveraged the capital operation capabilities of its financial sector, utilizing marketable investment and financing methods. By capitalizing on its "Chain Leadership" advantage, the Company promoted the extension and strengthening of its chain, driving an overall enhancement of innovation capabilities across the upstream and downstream of the industry chain. During the reporting period, the Company focused on the trends in technological development, and concentrated its efforts on areas, such as solid batteries, high-computational automotive chips, and general artificial intelligence. It engaged in intensive cooperation with QingTao Energy Development, Horizon Robotics, and OPPO, aiming to break through the "Bottleneck" constraints and enhance the toughness of the industrial chain.

SAIC Motor Deepens Strategic Cooperation with QingTao Energy

On May 31, 2023, SAIC Motor and QingTao Energy signed an agreement on the capital increase and share expansion, as well as a strategic cooperation framework agreement. SAIC Motor will accelerate the industrial application of QingTao Energy's existing solid battery products on its self-branded vehicle models. In 2024, the high-performance, long-range models of IM Motors equipped with solid batteries will be the first to achieve large-scale production.

04

Employee Empowerment and Development

SAIC Motor actively fulfills its social responsibilities in key areas, such as employee development, health and safety, and employee care. As a responsible employer, the Group advocates a corporate culture of diversity and anti-discrimination, attaches great importance to the construction of talent teams, builds a systematic talent training system, and provides employees with tailored career development channels. We improve health and safety management, accompany employees to grow healthily and safely, and jointly achieve the goal of sustainable development of the enterprise.

4.1 Talent Attraction

As the Proverb says "Even a thousand-foot-tall tree has its roots, and a ten-thousand-mile-long river has its source". SAIC Motor has always emphasized the concept of "people-oriented" to achieve the value of employees themselves.

4.1.1 Employment Management

SAIC Motor firmly guarantees compliant employment and provides strong compensation and incentive systems for employees, focusing on building excellent teams and introducing fresh blood into the development of the Group.

Compliant Employment of Employees

SAIC Motor strictly abides by relevant laws and regulations, such as the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Provisions on Prohibition of Child Labor*, and the *Social Insurance Law of the People's Republic of China*. Adhering to the principle of equal employment, combined with the actual operation of the Group and its subsidiaries, SAIC Motor has formulated detailed internal management systems, such as the *Employee Recruitment Management Measures*, the *Employee Recruitment and Management System*, and the *Recruitment Operation Guide*, to ensure that the recruitment process is not affected by other factors, i.e. age, gender, race, religion, and physical condition. We eliminate the use of child labor, and fully protect the legitimate rights and interests of employees in recruitment, compensation and benefits, collective bargaining, human rights treatment, etc., so that all employees enjoy a fair and just working environment.

In 2023, SAIC Motor actively responded to the government's call for "Stable Employment" by establishing employment platforms and expanding recruitment channels, and recruited more than 7,600 people, including more than 3,200 fresh graduates.

During the reporting period, the Group did not employ or use child labor, and there were no incidents of forced or compulsory labor. The signing rate of collective contracts and social insurance coverage remained at 100%.

Compensation and Incentive System

In strict accordance with national laws and regulations, SAIC Motor distributes regular and full salaries to employees, pays various social insurance, and provides paid annual leave and other benefits.

In addition, the Group combines the economic benefits, employee income levels, and other factors of its subsidiaries to classify and guide enterprises to improve salary distribution, and reasonably determine the income levels of employees in different positions. We increase salary protection efforts to effectively ensure the reasonable income of employees.

The Company provides further incentive mechanisms specifically for key talents, significant contributors, and other groups, increases efforts to attract and retain talents, and enhances the comprehensive strength of the Group. At the same time, the Group supports innovative enterprises and actively explores the implementation of medium and long-term incentive and constraint mechanisms, such as equity sales, options, project rewards, and follow-up investment, effectively helping attract and retain core talents of the Group, and creating an innovative and entrepreneurial atmosphere of "Career Co-creation, Benefit Sharing, and Risk Sharing".

In 2023, 18 employees from SAIC won the honor of "Shanghai Outstanding Technical Leader", "Shanghai Oriental Elite" and "Outstanding Young Scientific and Technological Talent in China's Automotive Industry", respectively.

4.1.2 Diversity and Anti-discrimination

A diversified workforce helps the Group meet the needs of global users from multiple perspectives. The Group stipulates no tolerance for any form of discrimination, harassment, abuse, coercion, and violence, respects the tangible or intangible differences of all employees, supports the equal development of employees from different backgrounds and groups, and is committed to cultivating a culture of diversity and inclusiveness.

The Company aims to prevent discrimination from occurring and provide equal employment and development opportunities for all employees by conducting relevant employee training, establishing a discrimination incident reporting process, conducting due diligence, and clarifying remedial measures. At the same time, SAIC Motor values the living needs and career development of female employees, and is committed to ensuring that the basic rights and interests of female employees are implemented effectively. During the reporting period, the trade unions of all subsidiaries of the Group have formulated the Special Collective Agreement for Female Employees, with a signing coverage rate of over 95%.

Democratic Management

SAIC Motor continues to deepen democratic management in enterprises, strengthen democratic communication, establish trade unions, implement the system of worker representative meetings, play the role of employee representatives, fulfill the democratic procedures of worker representative meetings, and safeguard the legitimate rights and interests of employees. The trade union of SAIC Motor collects hot and difficult issues of employees online through the SAIC "Employee Home" WeChat official account, continuously improves the mechanism for expressing employee demands and opinions, and actively responds to their needs. The trade unions of the Group and its subsidiaries regularly organize collective negotiations to ensure that the voices of employees are fully heard and respected. At the same time, the trade union has established an inspection team composed of employee representatives, responsible for supervising various aspects of enterprise operation, effectively safeguarding the rights of employees to exercise democratic supervision and management. This not only enhances the sense of ownership of employees, but also greatly improves the level of democratic management of the enterprise.

In 2023, SAIC Motor fully promoted the *Implementation Measures for Democratic Management of Factory Affairs Disclosure* and the *Catalogue of Factory Affairs Disclosure*, successfully held the third session of the 6th congress of workers and staffs of the Group, commended the collectives and individuals that obtained the national and Shanghai "May Day" Labor Awards, and the Group's Top 10 Spiritual Civilization Awards, and called on all employees to uplift their spirits and work hard.

Providing Suggestions

SAIC Motor focuses on listening to employee opinions, conducting satisfaction surveys through various activities, and soliciting various issues of concern to employees, and actively reporting grassroots situations to the trade union organization. The trade unions of the subsidiaries understand the demands and ideological dynamics of employees, and coordinate the implementation of work through proposals, inspections and other systems, as well as multiple activities. In 2023, employees actively put forward 16 suggestions to jointly promote the construction of service-oriented enterprises.

During the reporting period, SAIC Motor hired a third-party organization to conduct employee satisfaction surveys on 73 subsidiaries, with a coverage rate of 100%. A total of 23,500 employee opinions and suggestions were received. Based on the research results, a total of 603 rectification measures have been formulated by 73 enterprises.

4.2 Talent Development

SAIC Motor attaches great importance to the career development and personal growth of talents. In terms of training and career development, the Company has established a specialized training system to comprehensively enhance talent literacy. To assist and support the professional development and competitiveness improvement of employees, SAIC Motor has strengthened the talent pool construction for new employees, professional position employees, middle and senior management personnel, designed and implemented scientific and diverse training programs, and built a customized training system.

4.2.1 Training and Development

In terms of the career development and growth of talents, SAIC Motor vigorously promotes the vocational education of employees around the new vision, mission, values, and the "New Four Modernizations" innovation and transformation development strategy, continuously increases training investment, empowers employees to accelerate their ability and quality improvement, and stimulates their innovative vitality and potential. Using the "Automotive Engineer Training Base" and "High skilled Talent Training Base" as carriers, combined with the deployment of key projects, we accelerate the construction of SAIC Motor's talent team.

SAIC Motor has planned dual development paths for employees, including Management Level (M) and Professional Level (P). According to different career development paths, we build customized training and cultivating systems to enable different talents to achieve success in their respective career development paths.

During the reporting period, the Company's key training paths are as follows:

Conduct New Employee Onboarding Training	Deepen the Training of Professional and Technical Talents
Assist new employees in establishing SAIC Motor awareness, experiencing SAIC Motor culture and values, better-completing role transitions, and accelerating integration into the SAIC Motor family.	Focus on the update of the "New Four Modernizations" curriculum system, host national and Shanghai advanced training courses, and deepen breakthroughs in emerging technology fields.

Strengthen the Cultivation of Skilled Talents	Establish A Sound System for Cultivating Senior Management Talents
Implement technical update training for technicians, deepen vocational skills competition, and achieve vocational skill level promotion.	Build a senior management talent training system with industry enterprises as the main body, university cooperation as the foundation, and a combination of government promotion and social support.

During the reporting period, the total number of employees who received training reached 2.19 million, with a training coverage rate of 100% and a total training duration of 940,000 person days.

In addition, the Company continues to promote talent development and does a good job in various awards and evaluations. In 2023, SAIC Motor High Skilled Talents received 1 "Special Allowance from the State Council", 4 "National Technical Experts", 1 "Shanghai Skills Master Studio", and 3 "Chief Technician Project Funding". SAIC Motor Training Center collaborates with institutions, such as Tsinghua University, Shanghai Jiao Tong University, Tongji University, China Europe International Business School, and Business School of Renmin Uni. to carry out specialized training, promote employee education, accelerate the updating of employee knowledge structure and the improvement of quality and ability, and stimulate employee innovation motivation and vitality.

4.2.2 Performance Evaluation

SAIC Motor continues to promote market-oriented compensation and implements employee performance evaluation in all subsidiaries. It has established a performance evaluation model that links employee income with position, personal performance, and business performance.

SAIC Motor sets clear, specific, and challenging goals with our employees, using performance evaluation results as the basis for measuring employee work results and professional abilities, and providing fair evaluations and rewards for employee value contributions. During the reporting period, the Company completed performance evaluations through target management, key performance indicators, team performance feedback, etc., covering 100% of employees, better promoting employees to leverage their strengths and improve their abilities.

4.3 Health and Safety

SAIC Motor always adheres to the concept of safe development, strictly abides by safety production laws, regulations, and other requirements, such as the *Safety Production Law of the People's Republic of China*, the *Fire Protection Law of the People's Republic of China*, and the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, continuously strengthens various safety production work, and creates a healthy and safe working environment for employees. During the reporting period, 269 subsidiaries obtained the ISO 45001 occupational health and safety management system certification.

At the same time, SAIC Motor has implemented management systems, such as the *Safety Production Responsibility System Management Regulations*, the *safety Risk Grading and Control Management Regulations*, and the *Emergency Management Regulations for Safety Production Emergencies*. Through continuous improvement of the safety production management system, strengthening emergency capacity

building, implementing safety production responsibilities, and conducting safety production publicity and education (i.e. popularizing knowledge of production safety months, promoting fire safety, and conducting fire emergency drills), the occupational hazards and risks in the work environment have been reduced, effectively enhancing emergency response capabilities.

Improving the Safety Production Management system	Strengthening Emergency Capacity building	Carrying out Safety Production Publicity
The Group optimizes and improves its safety production management system, implements graded and classified supervision based on the different levels of enterprise safety production management, and vigorously promotes and enhances the system of safety production management.	The Group has revised and improved the *Emergency Plan for Production Safety Accidents*, established an emergency organization, clarified the responsibilities of the emergency organization, and regularly conducted emergency drills, effectively enhancing the emergency response capabilities of personnel.	We organize safety training and education for all employees to ensure that they fully understand and comply with the Company's health and safety regulations. We enhance the safety production awareness and operational skills of all staff, and vigorously cultivate a safety culture of "Everyone Emphasizes Safety and Everyone Knows Emergency".

The Company always pays attention to the physical and mental health of our employees, and regularly organizes comprehensive physical examinations for employees every year to help them better understand their health condition, take corresponding preventive measures, maintain a healthy lifestyle, and enhance their sense of belonging and cohesion towards the Company.

During the reporting period, the Group invested over 650 million yuan in employee safety production, resulting in zero work-related deaths, serious injuries, and occupational disease incidents. The rate of minor injuries to employees was less than 0.25 ‰, and 6,014 emergency drills were organized for various personnel. The total number of employees in the group receiving occupational health and safety training exceeded 1.7 million. The coverage rate of employee physical examinations in 2023 was 100%.

Conducting the "Occupational Disease Prevention and Control Law Promotion Week" Activity to Enhance Employees' Safety Awareness

In April 2023, to implement the national safety production policy and provide employees with safety awareness, SAIC Motor organized an activity with the theme of "Occupational Disease Prevention and Control Law Promotion Week". During the 21st National *Occupational Disease Prevention and Control Law* Promotion Week, the Group further popularized labor protection and occupational health knowledge through activities, such as the "Safety and Health Protection Entering Enterprises" occupational health promotion roadshow, the "Safety and Health Protection Micro Classroom" occupational health online trainings, and the "Safety and Health Protection Picturing" occupational health micro video collection, creating an atmosphere, where the whole Group cares about the safety and occupational health of employees.

Carrying out the "Fire Safety Awareness Month" Activity to Improve Fire Prevention and Response Capabilities

In November 2023, the Company focused on organizing and carrying out exciting activities for "Fire Safety Awareness Month", including fire safety lectures, fire safety competitions, fire safety online learnings, new energy vehicle fire emergency response drills, fire equipment roadshows, fire safety hands-on experience, etc., to popularize knowledge of fire safety, improve the fire prevention and response ability of employees, and strengthen the Company's fire safety capacity building.

4.4 Employee Care

SAIC Motor adheres to the concept of "people-oriented", emphasizes caring for the growth of employees, carries out colorful cultural activities, provides professional care, psychological counseling, life assistance and other care services for all employees, actively fulfills corporate social responsibility, and enhances the happiness, and the sense of achievement and belonging of all employees.

4.4.1 Work-Life Balance

SAIC Motor encourages employees to enrich their everyday lives in their spare time. Via organizing diverse employee activities, we construct corporate culture, promote team cohesion, and enhance their sense of identification with the Company and work.

Holding the "New Track Cup" Tug of War Competition for Employees

On May 21, 2023, SAIC Motor held the "New Track Cup" tug of war competition for employees, which aimed to consolidate employee strength and promote the development of new track, preparing the launch of the Company's "Three-Year Action Plan for the Development of New Energy Vehicles ".

At present, SAIC Motor has multiple employee service positions with excellent foundations, precise positioning, and smooth management, providing employees with sports venues, service centers, activity centers, training centers, and bookstores.

4.4.2 Implementing Employee Care

SAIC Motor always pays attention to the living needs of our employees, and is committed to solving their basic living problems, effectively enhancing their happiness index, and actively creating a corporate atmosphere full of humanistic care.

Female Care

SAIC Motor advocates the culture of "Caring for Women", strengthens the humanistic care and psychological counseling of female employees, conducts women's lecture courses on different themes, opens psychological stations, invites psychologists to popularize psychological knowledge to female employees, listens to the voices of female employees, and helps female employees relieve their worries. For pregnant and lactating women, we aim to setting up nursing rooms, creating inclusive and fair workplace, and making them feel respected and cared. In 2023, 4 new star-rated nursery rooms were awarded by the Shanghai Federation of Trade Unions.

Compassionate Care

SAIC Motor aims to provide practical service to employees and care about their physical and mental health. It organizes groups, such as advanced models of labor and front-line employees, to participate in rehabilitation activities, establishes a psychological service platform, provides EAP psychological services for all employees, guides employee emotions, and creates a relaxed and enjoyable workplace environment. At the same time, pilot medical assistance services have been provided for some long-term expatriate employees and retired model workers to solve problems, such as difficult medical treatment and medication dispensing.

4.4.3 Assisting Employees with Difficulties

To further protect and help employees with difficulties, SAIC Motor has established a support system through measures, such as the "Dream Assistance Program". During the reporting period, the trade unions of the Group and its subsidiaries used about 37.99 million yuan of assistance funds to help 17,000 employees with various difficulties.

Dream Assistance Program	Special Subsidies for Model Workers
The Group implemented childcare subsidies for 676 families of employees with difficulties, and made a gradient superposition according to the number of childcares, totally supporting 1,059 children.	Low income subsidies were applied for 5 model workers, and special difficulty subsidies were applied for 11 model workers.

05

Demonstrating Responsibility and Giving Back to the Society

SAIC Motor is always committed to achieving sustainable development in the economic, social, and environmental aspects. In the new era of building a modern socialist country, we actively respond to national strategies, strive to give back to society, and demonstrate the responsibility as a State-owned enterprise. SAIC Motor actively engages in various national strategies, such as rural revitalization, poverty alleviation, and education promotion, integrating the advantages of resources from the entire group and society, to jointly promote public welfare, increase people's well-being, and build a harmonious society.

5.1 Serving National Strategy

SAIC Motor always takes serving the national and regional development strategy as our responsibility, closely focusing on national strategic needs, responding to the government's call, fully integrating into the local economic development, and fulfilling corporate social responsibilities. We undertake important missions, such as serving the national strategy, promoting industrial upgrading, leading technological innovation, and fostering social harmony.

5.1.1 Serving National and Regional Development Strategies

SAIC Motor is dedicated to linking our development closely with national and regional strategies, responding and supporting the implementation of strategies with concrete actions, and contributing SAIC Motor's strength to the national economic development.

Embodying "Intelligent Manufacturing in Shanghai", and Serving National Key Projects

The 6th China International Import Expo

During the 6th China International Import Expo in 2023, SAIC Motor actively mobilized various resources, selecting 750 intelligent and electric new vehicles including IM Motors, SAIC Audi, Cadillac, and Buick as official vehicles for the event. Additionally, SAIC Motor established a professional operation support team, fully responsible for vehicle usage training, vehicle maintenance, on-site technical support, and 24-hour rapid response, showcasing the robust strength and unlimited potential of China's automobile industry to the world.

The 5th World New Energy Vehicle Congress

SAIC Motor was invited to present a speech at the World New Energy Vehicle Congress held in Munich, Germany, where we shared our insights and layouts in the innovative development of the global new energy vehicle industry. SAIC Motor has been a strategic partner of the New Energy Vehicle Congress for five consecutive years. We showcased the latest technological achievements as well as provided vehicle services for the conference.

The 16th Pujiang Innovation Forum

SAIC Motor has been in a strategic partnership with the Pujiang Innovation Forum since 2012, marking 12 consecutive years of friendly cooperation. In 2023, SAIC Motor provided vehicle support services for the forum, including on-site activities, such as new product showcases, driving experiences, and other activities, which contributed to the high-quality reception and operational support for the forum guests.

Deepening Regional Cooperation, Promoting the Construction of Yangtze River Delta Integration

SAIC Motor has established Haitong Taicang Terminal through joint ventures and is committed to making it an integral part of the Yangtze River Delta integration. It aims to lay a solid foundation for the coordinated development of the future three port areas (Shanghai Waigaoqiao, Shanghai Lin-gang, and Suzhou Taicang) and strengthen the linked development between Shanghai and Jiangsu.

Bringing New Energy and Developing a New Pattern, Supporting the Construction of Shanghai's Five New Cities and Five Major Centers

SAIC Motor strongly supports the construction of Shanghai's five new cities, introducing innovative resources and high-quality projects into Jiading New City, and bringing new energy into the development of Jiading New City. By establishing the SAIC Research and Development Headquarters in Jiading New City, we worked together on strategic cooperation and long-term development plans, aiming to build an ecosystem for new energy vehicles and intelligent connected vehicles.

Embracing the Chip innovation Era, Boosting the Integrated Circuit Industry Development

In the field of integrated circuits, SAIC Motor has been continuously strengthening industrial cooperation by establishing projects, such as the Shanghai Automotive Chip Engineering Centre and Shanghai Automotive IC Testing and Certification Public Lab. Besides, we hosted forums for the integrated development of the automotive chip industry and investment, and jointly promoted the development of the automotive chip industry. Meanwhile, in combination with business needs, SAIC Motor has adopted working models, such as promotion teams and assault teams. Those actions comprehensively strengthen the capability of independent research and contributes to the development and promotion of the localization of automotive chips.

Creating a "Smart Manufacturing Business Card", Promoting the Construction of Lin-gang section

In the construction of the Lin-gang new section, SAIC Passenger Vehicle's Lin-gang Base always committed to creating a "Smart Manufacturing Business Card" with high-end intelligent manufacturing, successfully establishing an industry benchmark for "Made in Shanghai" in the Chinese automotive manufacturing industry. SAIC Motor has also put into 37 intelligent heavy trucks at Yangshan Port for pre-commercial operations, achieving the goal of full-link personnel reduction, and unmanned operations from "Dispatching Center - Donghai Bridge - Phase IV of the Yangshan Port".

5.1.2 Rural Revitalization and Regional Coordinated Development

As the country further promotes the strategy of rural revitalization and regional coordinated development, SAIC Motor has been entrusted with a new mission. SAIC Motor and its subsidiaries, leveraging their industrial advantages and innovation capabilities, have contributed to national economic development through various ways, such as paired assistance, consumption support, and talent support. During the reporting period, SAIC put into a total of 25.6722 million yuan.

Implementing Paired Assistance between Urban and Rural Areas, and between Enterprises and Villages

9 subsidiaries of SAIC Motor have taken actions to establish strong paired-up partnerships with 9 poverty alleviation villages in Chongming, Shanghai. Through projects, such as joint party learning and building, activity-based construction, and residential environment improvement, a long-term mechanism for paired-up development has been established. SAIC Volkswagen, SAIC Passenger Vehicles and other subsidiaries continuously carry out paired assistance plans with 4 villages in Xuanwei, Yunnan, adopting targeted measures, such as industrial and educational support. During the reporting period, 4 enterprises contributed a total of 2.2308 million yuan.

Actively Implementing Consumption Assistance

SAIC Motor and its subsidiaries implement assistance measures to support consumption, strongly supporting industrial consumption in key assistance areas. During the reporting period, we purchased a total of 18.035 million yuan worth of consumption assistance products, such as life halls, directly managed stores and counter purchases.

Deploying Cadres to Support Rural Revitalization

According to Organization Department of CPC Shanghai Municipal Committee's requirements for deploying outstanding cadres to support weak villages' development in rural revitalization strategy implementation, SAIC Motor selected middle-level cadres to serve as on-site advisors in Yongnan Village, Zhongxing Town, Chongming. This initiative aims to promote rural revitalization implementation and development in Yongnan Village by providing on-site support from professional cadres.

5.2 Engaging in Social Welfare

SAIC Motor alway adheres to the philosophy of giving back to the society and benefiting people's livelihoods, devoting to public welfare undertakings, and practicing corporate social responsibility through practical action.

5.2.1 Responding to Public Emergencies

SAIC Motor deeply understands corporate social responsibility and actively takes on the responsibility as a state-owned enterprise. In the face of sudden natural disasters, we quickly mobilize human and material resources, timely respond, and take measures to protect people's lives and properties. All of these reflect our high level of social responsibility, the positive impact on the sustainable development and contribution to the sustainable development of the country and the region.

SAIC Motor Responded Promptly to Fight Against Typhoon Doksuri

In July 2023, the eastern region of China was hit by Typhoon Doksuri, which resulted in heavy rainfall and caused floods and geological disasters in some regions. Faced with transportation disruptions, communication barriers, and shortages of supplies, the subsidiaries of SAIC Motor responded to the Group's call, swiftly acting to carry out emergency disaster relief work in Beijing, Tianjin, Hebei, Fujian,etc. By organizing rescue and repair operations, donating supplies, and transporting disaster relief family kits, we provided strong support for the restoration of local normal production and living order.

5.2.2 Public Services

SAIC Motor always considers corporate social responsibility as a significant driving force for our development. We are dedicated to integrating technology, environmental protection, and public welfare concepts into every aspect of corporate growth and conveying the values of green living and health to the public.

SAIC and China Welfare Institute Join Hands for a "10-year Promise"

SAIC and China Welfare Institute convened for a strategic cooperation signing ceremony at the "ROEWE · Shanghai Children's Art Theater". As the starting point of the second "10-year promise", this project focuses on the artistic development of children and their families, while advocating the concept of environmental protection and green travel. In addition, the "Wish of Starfish" special children's public welfare project in this cooperation was honored as a brand case of Shanghai's humanistic and psychological services.

SAIC Motor Brand Experience Tour

The "SAIC Motor Brand Experience Tour", a public welfare quality education platform of SAIC Group, planned and launched a series of carefully designed novel activities and innovative courses by collaborating with SAIC's national research institutions and high quality cross-industry partners. These courses and activities aim to show SAIC Motor's technological innovations and brand culture to children and adolescents. Activities, such as the "Smart Driving Series Courses", "Hydrogen Energy Series Courses", "Car Exhibition for Children", "Stadium Open Day", and "Exclusive Theatre Group" were organized, providing children with a unique third learning space that is rarely found in the market. During the reporting period, more than 20 courses and activities were held with a total of over 300 class hours.

SAIC Volkswagen Creates Child-friendly Traffic Mode

SAIC Volkswagen is leveraging expertise in traffic safety to continuously revolutionize product technology, striving for the development of children's traffic safety. In 2023, we, in partnership with "Anxing China", brought consumers an interesting popular science carnival in 20 cities across China with interesting interactive forms and professional traffic safety popular science. Furthermore, together with the China Women's Development Foundation, we initiated and built the "Child-friendly Traffic Community" project, focusing on roads, facilities, and other hardware aspects, leveraging community resources to explore and create a new mode for building child-friendly traffic communities.

5.2.3 Public Welfare and Charity

SAIC Motor firmly believes that only by actively giving back to society, it can earn the respect and support from society and achieve sustainable development of the enterprise. During the reporting period, our total contribution in various public welfare undertakings exceeded 50.028 million yuan, benefiting 241,000 people.

Teams	Activities	Volunteers	Service Hours	Beneficiaries
200	500	Over 36,000	Over 50,000	150,000

Supporting Education, and Escorting Dreams

SAIC Motor and its subsidiaries continue to build educational public welfare projects. Through public welfare activities, such as the "Red Chalk Program", the "Starry Program", the "Dandelion Program", the "Motivation Class", and the "HONGYAN Class", we improve the teaching environment and educational development level in key assistance areas, solve problems, such as insufficient infrastructure and teacher experience, help children broaden their horizons, promote rural education development, and cultivate talents for the future development of rural areas.

Chevrolet's "Red Chalk Program" Aims to "Light Up Dreams with Colors"

In 2023, Chevrolet Red Chalk adopted "Light Up Dreams with Colors" as the annual theme. The program consisted painting classes, school wall paintings and other activities, based on rural well-rounded education teaching. Furthermore, through diverse activities, such as the "I Am a Color Master" program, including painting contests, art training, and public welfare art exhibitions, Chevrolet Red Chalk Plan aims to create a better educational experience and growth environment for rural children, helping them light up their dreams. By the end of 2023, Chevrolet Red Chalk Plan gathered over 1,200 volunteers, who had traveled to 140 schools across 29 provinces and cities, providing quality education courses for over 39,000 children.

SAIC Volkswagen Set the "Starry Program" to Devotes Itself into Rural Education

The "Starry Program" is a rural education public welfare project launched in 2015 by SAIC Volkswagen and the China Youth Development Foundation. The program has constructed 11 Hope schools in regions, such as Hunan, Henan, Guangxi, Hubei, Xinjiang, Guizhou, Shaanxi, and Yunnan. The program benefits more than a thousand young people each year. The total number of beneficiaries to date is over 20,000 people. In recent years, the "Star Plan" has been upgraded to version 2.0, transitioning from hardware assistance to software enhancement. The project focuses on STEM curriculum, aiding schools in conducting science education and improving the overall quality of students.

In 2023, the STEM curriculum was officially promoted in Hope schools supported by SAIC Volkswagen, and this curriculum was extended to schools beyond the scope of support. In addition, multiple sessions of centralized training were conducted for 100 rural teachers. The training covered theoretical knowledge of STEM teaching and practical teaching opportunities for teachers, helping them to enhance their understanding of the STEM curriculum system and their interdisciplinary teaching capabilities.

Supporting Healthcare, and Guarding Lives

SAIC Motor and its subsidiaries always adhere to social responsibility, deeply participating in medical social good projects. By engaging in various medical and health social good projects, we provide timely assistance to regions in need, help improve local medical conditions, and benefit more people.

SGMW's "Love Action Program"

SGMW always follows the public welfare philosophy of "Responsibility is Paramount, Good Prevail the World". We have deepened "Philanthropy Action". From 2021 to 2023, we donated a total of 20 million yuan to Chinese Red Cross Foundation. In 2023, we assisted in the construction of 194 health stations across 17 provinces (autonomous regions and municipalities), providing convenient medical services to locals. Additionally, the Liuzhou Charity Association of Guangxi Province awarded SGMW the honor of "Outstanding Charitable Contribution Enterprise".

Support Hanhong's "Hundred People Assisting Heilongjiang" Medical Aid Action

In 2023, SAIC, together with Beijing Hanhong Love Charity Foundation, donated 30 ROEWE SUVs to the Health Commission of Heilongjiang Province as special medical patrol vehicles. We work together to bring love and energy to public welfare and charity, jointly support the construction of basic medical and health care, and contribute to "Healthy China" while spreading the spirit of public welfare. "Hundred People Assisting Heilongjiang" medical aid action drove 3,000 kilometers in Heilongjiang. In this action, SAIC mobilized and organized volunteers to serve charity clinic activities and participate in the whole action.

Appendix 1:

Data List of SAIC Motor's Key Performance Indicators

Environmental Data List of Key Performance Indicators In 2023

Indicator		Data	Unit
Investment in Environmental Protection			
Funds invested in environmental protection		44,560	RMB 10 thousand
Hours of environmental protection training		49.9	10 thousand hours
Water			
Total direct water consumption		2,106	10 thousand cubic meters
Water reuse		276	10 thousand cubic meters
Energy			
Total energy consumption		116	10 thousand tons of standard coal equivalent
Natural gas (gaseous)		1.72	100 million cubic meters
Gasoline		6,800	tons
Diesel		14,180	tons
Electricity		28.2	10 MWh
The rate of increase or decrease of energy consumption per 10 thousand RMB output value		-9.0%	/
Photovoltaic installed capacity		260	MW
Photovoltaic power generation		2.47	10 MWh
Purchased green power		5.23	10 MWh
Packaging Materials			
Total packaging materials required for finished products		109,195	tons
Total amount of recyclable packaging		104,347	tons
Waste			
COD	Permitted emission limits	4,187.3	tons/year
	Actual emission	684.4	tons/year
	Average emission concentration	77.2	mg/L or mg/m^3
NH_3-N	Permitted emission limits	250.1	tons/year
	Actual emission	40.5	tons/year
	Average emission concentration	79.7	mg/L or mg/m^3
NOx	Permitted emission limits	864.4	tons/year
	Actual emission	266.9	tons/year
	Average emission concentration	32.4	mg/L or mg/m^3
SO_2	Permitted emission limits	142.8	tons/year
	Actual emission	38.5	tons/year
	Average emission concentration	3.8	mg/L or mg/m^3
Hazardous waste disposal		99,190	tons
General solid waste disposal		564,826	tons
GHG Emission*			
Scope 1 emission		48.3	10 thousand ton of CO_2 equivalent
Scope 2 emission		154.7	10 thousand ton of CO_2 equivalent
Total GHG emission		203.0	10 thousand ton of CO_2 equivalent

Note: Comprehensive energy consumption and total greenhouse gas emissions in the disclosed data are calculated using the energy conversion factor and carbon conversion factor in Shanghai region.

Social Data List of Key Performance Indicators In 2023

Indicator		Data	Unit
Product Safety and Quality			
Number of IATF 16949 Certification		194	/
Number of ISO 9001 Certification		40	/
Coverage rate of quality certification system in production subsidiaries		100%	/
Quality training coverage		100%	/
Number of recalled products		133.49	10 thousand vehicles
Innovation Development			
R&D expenses		220.13	RMB 100 million
YOY growth in R&D expenses		5.50%	/
Proportion of R&D expenditures to operating income		3.03%	/
YOY growth in proportion of R&D expenditures to operating income		0.14%	/
Number of R&D personnel		33,827	Persons
Proportion of R&D personnel		16.7%	/
Intellectual Property			
Number of applied patents in 2023		3,429	/
Includes:	Invention	1,828	/
	Utility model	1,233	/
	Design	368	/
Number of authorized patents in 2023		2,653	/
Includes:	Invention	1,032	/
	Utility model	1,222	/
	Design	399	/
Number of cumulative active patents		26,071	/
Includes:	Invention	7,812	/
	Utility model	14,902	/
	Design	3,357	/
Customer Service and Interests			
Number of complaint		964	Cases
Resolution rate of complaint		100%	/
Employment			
Total number of employees		20.7	10 thousand persons
Total number of employees in China		18.1	10 thousand persons
Number of disabled employees		340	Persons
Total number of new employees (approximately)		7,600	Persons
Total number of recent graduates (approximately)		3,200	Persons
Social insurance coverage rate		100%	/
Coverage rate of collective contracts		100%	/
Coverage rate of the *Special Collective Agreement for Female*		95%	/
Employee active turnover rate		6.3%	/

Social Data List of Key Performance Indicators In 2023 (Continued)

Indicator	Data	Unit
Diversity		
By gender		
Percentage of male employees	80.3%	/
Percentage of female employees	19.7%	/
By age		
30 and below	21.9%	/
31-40	47.5%	/
41-50	22.9%	/
51 and above	7.7%	/
By Education Level		
Masters and above	14.3%	/
Bachelor's degree	39.2%	/
Junior college	22.8%	/
Below junior college	23.7%	/
By ethnicity		
Han Chinese	94.3%	/
Minority	5.7%	/
By location		
In Shanghai	56.0%	/
Outside Shanghai	44.0%	/
Employee Satisfaction		
Overall satisfaction score	91.1	/
Satisfaction with Party Building	91.9	/
Employee Development		
Total training attendance	219	10 thousand person-times
Total training hours	94	10 thousand person-days
Training coverage	100%	/
Performance appraisal coverage rate	100%	/
Occupational Health and Safety		
Employee physical examination coverage	100%	/
Investment in production safety	6.5	RMB 100 million
Number of workplace fatalities and serious injuries	0	Cases
Employee injury rate in minor accidents	0.25‰	/
Number of emergency drills	6,014	Times
Occupational health and safety training	170	10 thousand person-times
Medical examination coverage rate	100%	/
External Donations and Public Welfare		
Total investment	5,002.84	RMB 10 thousand
Headcounts of beneficiaries	241,510	Persons

Social Data List of Key Performance Indicators In 2023 (Continued)

Indicator		Data	Unit
Rural Revitalization			
Total investment		2,567.22	RMB 10 thousand
Includes:	Fund	2,536.47	RMB 10 thousand
	Goods converted into money	30.75	RMB 10 thousand
Headcounts of beneficiaries		27,794	Persons
Others Public Welfare			
Total investment		2,435.62	RMB 10 thousand
Includes:	Fund	1,213.19	RMB 10 thousand
	Goods converted into money	1,222.43	RMB 10 thousand
Headcounts of beneficiaries		213,716	Persons
Difficult employee support		1.7	10 thousand person-times
Number of volunteer teams		200	Teams
Number of volunteers		3.6	10 thousand persons
Volunteer service hours		> 5	10 thousand hours

Appendix 2: GRI Content Index

Statement of use	SAIC Motor has reported the information cited in this GRI content index for the period from 2023/1/1 to 2023/12/31 with reference to the GRI Standards.
GRI 1 used	GRI 1:Foundation 2021

GRI Standards	Disclosures	Location	Pages
GRI 2:General Disclosures 2021			
The organization and its reporting practices			
2 - 1	Organizational details	About SAIC Motor	P8-P11
2 - 2	Entities included in the organization's sustainability reporting	About the Report	P4-P5
2 - 3	Reporting period, frequency and contact point	About the Report	P4-P5
2 - 4	Restatements of information	No restatement involved	
Activities and workers			
2 - 6	Activities, value chain and other business relationships	About SAIC Motor	P8-P11
2 - 7	Employees	Employee Empowerment and Development	P72-P81
		Appendix 1:Data List of SAIC Motor's Key Performance Indicators	P91-P94
Governance			
2 - 9	Governance structure and composition	Efficient and Responsible Governance for Compliance –Governance Structure	P28-P32
2 - 10	Nomination and selection of the highest governance body	Efficient and Responsible Governance for Compliance –Governance Structure	P28-P32
2 - 11	Chair of the highest governance body	Efficient and Responsible Governance for Compliance –Governance Structure	P28-P32
2 - 12	Role of the highest governance body in overseeing the management of impacts	Efficient and Responsible Governance for Compliance –Governance Structure	P28-P32
		ESG and Sustainability Management	P12-P15
2 - 13	Delegation of responsibility for managing impacts	Efficient and Responsible Governance for Compliance –Governance Structure	P28-P32
		ESG and Sustainability Management	P12-P15
2 - 14	Role of the highest governance body in sustainability reporting	ESG and Sustainability Management	P12-P15
2 - 15	Conflicts of interest	ESG and Sustainability Management	P12-P15

GRI Standards	Disclosures	Location	Pages
Strategy, policies and practices			
2 - 22	Statement on sustainable development strategy	ESG and Sustainability Management	P12-P15
2 - 23	Policy commitments	Efficient and Responsible Governance for Compliance –Business Ethics	P36-P38
		ESG and Sustainability Management	P12-P15
2 - 24	Embedding policy commitments	Efficient and Responsible Governance for Compliance –Business Ethics	P36-P38
		ESG and Sustainability Management	P12-P15
2 - 25	Processes to remediate negative impacts	Efficient and Responsible Governance for Compliance –Risk Management	P33-P35
		Efficient and Responsible Governance for Compliance –Business Ethics	P36-P38
		Employee Empowerment and Development –Talent Attraction	P74-P76
2 - 26	Mechanisms for seeking advice and raising concerns	Efficient and Responsible Governance for Compliance –Business Ethics	P36-P38
2 - 27	Compliance with laws and regulations	SAIC Motor had no significant instances of non-compliance during the reporting period, which resulted in fines or non-financial penalties	
2 - 28	Membership associations	Leading With Innovation Achieving Excellent Service –Industry Contribution	P69-P71
Stakeholder engagement			
2 - 29	Approach to stakeholder engagement	ESG and Sustainability Management	P12-P15
2 - 30	Collective bargaining agreements	Employee Empowerment and Development –Talent Attraction	P74-P76
GRI 3:Material Topics 2021			
3 - 1	Process to determine material topics	ESG and Sustainability Management	P12-P15
3 - 2	List of material topics	ESG and Sustainability Management	P12-P15
Economic			
GRI 201:Economic Performance 2016			
3 - 3	Management of material topics	About SAIC Motor	P8-P11
201 - 1	Direct economic value generated and distributed	About SAIC Motor	P8-P11
GRI 203:Indirect Economic Impacts 2016			
3 - 3	Management of material topics	Demonstrating Responsibility and Giving Back to the Society	P82-P90

GRI Standards	Disclosures	Location	Pages
203 - 1	Infrastructure investments and services supported	The Theme of Corporate Responsibility	P20-P25
		Demonstrating Responsibility and Giving Back to the Society	P82-P90
203 - 2	Significant indirect economic impacts	The Theme of Corporate Responsibility	P20-P25
		Demonstrating Responsibility and Giving Back to the Society	P82-P90
GRI 204:Procurement Practices 2016			
3 - 3	Management of material topics	Leading With Innovation Achieving Excellent Service –Supply Chain Management	P67-P69
GRI 205:Anti-corruption 2016			
3 - 3	Management of material topics	Efficient and Responsible Governance for Compliance –Business Ethics	P36-P38
205 - 2	Communication and training about anti-corruption policies and procedures	Efficient and Responsible Governance for Compliance –Business Ethics	P36-P38
205 - 3	Confirmed incidents of corruption and actions taken	Efficient and Responsible Governance for Compliance –Business Ethics	P36-P38
GRI 206:Anti-competitive Behavior 2016			
3 - 3	Management of material topics	Efficient and Responsible Governance for Compliance –Business Ethics	P36-P38
Environmental			
GRI 301:Materials 2016			
3 - 3	Management of material topics	Low-carbon Intelligent Manufacturing and Green Operations –Green Operations	P48-P51
301 - 1	Materials used by weight or volume	Appendix 1:Data List of SAIC Motor's Key Performance Indicators	P91-P94
301 - 2	Recycled input materials used	Appendix 1:Data List of SAIC Motor's Key Performance Indicators	P91-P94
GRI 302:Energy 2016			
3 - 3	Management of material topics	Low-carbon Intelligent Manufacturing and Green Operations –Climate Change	P42-P48
302 - 1	Energy consumption within the organization	Low-carbon Intelligent Manufacturing and Green Operations –Climate Change	P42-P48
		Appendix 1:Data List of SAIC Motor's Key Performance Indicators	P91-P94
GRI 303:Water and Effluents 2018			
3 - 3	Management of material topics	Low-carbon Intelligent Manufacturing and Green Operations –Green Operations	P48-P51

GRI Standards	Disclosures	Location	Pages
303 - 2	Management of water discharge-related impacts	Low-carbon Intelligent Manufacturing and Green Operations –Green Operations	P48-P51
303 - 5	Water consumption	Low-carbon Intelligent Manufacturing and Green Operations –Green Operations	P48-P51
		Appendix 1:Data List of SAIC Motor's Key Performance Indicators	P91-P94
GRI 304:Biodiversity 2016			
3 - 3	Management of material topics	Low-carbon Intelligent Manufacturing and Green Operations –Ecological Protection	P51-P53
GRI 305:Emissions 2016			
3 - 3	Management of material topics	Low-carbon Intelligent Manufacturing and Green Operations –Climate Change	P42-P48
305 - 1	Direct (Scope 1) GHG emissions	Low-carbon Intelligent Manufacturing and Green Operations –Climate Change	P42-P48
		Appendix 1:Data List of SAIC Motor's Key Performance Indicators	P91-P94
305 - 2	Energy indirect (Scope 2) GHG emissions	Low-carbon Intelligent Manufacturing and Green Operations –Climate Change	P42-P48
		Appendix 1:Data List of SAIC Motor's Key Performance Indicators	P91-P94
GRI 306:Waste 2020			
3 - 3	Management of material topics	Low-carbon Intelligent Manufacturing and Green Operations –Ecological Protection	P51-P53
306 - 1	Waste generation and significant waste-related impacts	Low-carbon Intelligent Manufacturing and Green Operations –Ecological Protection	P51-P53
306 - 2	Management of significant waste-related impacts	Low-carbon Intelligent Manufacturing and Green Operations –Ecological Protection	P51-P53
306 - 3	Waste generated	Appendix 1:Data List of SAIC Motor's Key Performance Indicators	P91-P94
GRI 308:Supplier Environmental Assessment 2016			
3 - 3	Management of material topics	Leading With Innovation Achieving Excellent Service –Supply Chain Management	P67-P69
308 - 1	New suppliers that were screened using environmental criteria	Leading With Innovation Achieving Excellent Service –Supply Chain Management	P67-P69
Social			
GRI 401:Employment 2016			
3 - 3	Management of material topics	Employee Empowerment and Development –Talent Attraction	P74-P76

GRI Standards	Disclosures	Location	Pages
401 - 1	New employee hires and employee turnover	Employee Empowerment and Development –Talent Attraction	P74-P76
		Appendix 1:Data List of SAIC Motor's Key Performance Indicators	P91-P94
401 - 2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Empowerment and Development –Employee Care	P79-P81
GRI 403:Occupational Health and Safety 2018			
3 - 3	Management of material topics	Employee Empowerment and Development –Health and Safety	P77-P79
403 - 1	Occupational health and safety management system	Employee Empowerment and Development –Health and Safety	P77-P79
403 - 2	Hazard identification, risk assessment, and incident investigation	Employee Empowerment and Development –Health and Safety	P77-P79
403 - 5	Worker training on occupational health and safety	Employee Empowerment and Development – Health and Safety	P77-P79
403 - 6	Promotion of worker health	Employee Empowerment and Development –Health and Safety	P77-P79
403 - 7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Empowerment and Development –Health and Safety	P77-P79
403 - 8	Workers covered by an occupational health and safety management system	Employee Empowerment and Development –Health and Safety	P77-P79
403 - 9	Work-related injuries	Appendix 1:Data List of SAIC Motor's Key Performance Indicators	P91-P94
403 - 10	Work-related ill health	Employee Empowerment and Development –Health and Safety	P77-P79
GRI 404:Training and Education 2016			
3 - 3	Management of material topics	Employee Empowerment and Development –Talent Development	P76-P77
404 - 2	Programs for upgrading employee skills and transition assistance programs	Employee Empowerment and Development –Talent Development	P76-P77
404 - 3	Percentage of employees receiving regular performance and career development reviews	Employee Empowerment and Development –Talent Development	P76-P77
		Appendix 1:Data List of SAIC Motor's Key Performance Indicators	P91-P94
GRI 405:Diversity and Equal Opportunity 2016			
3 - 3	Management of material topics	Employee Empowerment and Development –Talent Attraction	P74-P76

GRI Standards	Disclosures	Location	Pages
405 - 1	Diversity of governance bodies and employees	Efficient and Responsible Governance for Compliance –Governance Structure	P28-P32
		Employee Empowerment and Development –Talent Attraction	P74-P76
GRI 406:Non-discrimination 2016			
3 - 3	Management of material topics	Employee Empowerment and Development –Talent Attraction	P74-P76
GRI 407:Freedom of Association and Collective Bargaining 2016			
3 - 3	Management of material topics	Employee Empowerment and Development –Talent Attraction	P74-P76
GRI 408:Child Labor 2016			
3 - 3	Management of material topics	Employee Empowerment and Development –Talent Attraction	P74-P76
GRI 409:Forced or Compulsory Labor 2016			
3 - 3	Management of material topics	Employee Empowerment and Development –Talent Attraction	P74-P76
GRI 413:Local Communities 2016			
3 - 3	Management of material topics	The Theme of Corporate Responsibility	P20-P25
		Demonstrating Responsibility and Giving Back to the Society	P82-P90
GRI 414:Supplier Social Assessment 2016			
3 - 3	Management of material topics	Leading With Innovation Achieving Excellent Service –Supply Chain Management	P67-P69
414 - 1	New suppliers that were screened using social criteria	Leading With Innovation Achieving Excellent Service –Supply Chain Management	P67-P69
GRI 416:Customer Health and Safety 2016			
3 - 3	Management of material topics	Leading With Innovation Achieving Excellent Service –Product Guarantee	P56-P59
416 - 1	Assessment of the health and safety impacts of product and service categories	Leading With Innovation Achieving Excellent Service –Product Guarantee	P56-P59
GRI 417:Marketing and Labeling 2016			
3 - 3	Management of material topics	Leading With Innovation Achieving Excellent Service –User Experience	P66-P67
417 - 1	Requirements for product and service information and labeling	Leading With Innovation Achieving Excellent Service –User Experience	P66-P67
GRI 418:Customer Privacy 2016			
3 - 3	Management of material topics	Leading With Innovation Achieving Excellent Service –Information Security	P63-P66

Readers Feedback Form

Dear Reader,

We appreciate you taking the time to read *SAIC Motor Corporation Limited 2023 ESG and Sustainability Report*. SAIC Motor wishes to continuously present our sustainability performance and effectiveness to you and other stakeholders in the future.

In this regard, we sincerely invite you to fill out the feedback form to share with us your expectations of the Company's ESG sustainability performance and this report, as your suggestions will make an impact on the continuous improvement of our sustainability development.

You may either fill in the feedback form or scan the QR code below with your cell phone to submit your feedback. Please do not hesitate to give us your advice!

1. Does this report enable you to understand the current state of SAIC's ESG and sustainability performance?
A. Extremely Satisfied B. Very Satisfied C. Satisfied D. Less Satisfied Poorer E. Not familiar
2. How do you evaluate the management effectiveness of SAIC's ESG and sustainability in 2023?
A. Extremely Satisfied B. Very Satisfied C. Satisfied D. Less Satisfied Poorer E. Not Satisfied
3. In which aspects do you think this report needs improvement? (Multiple choices)
A. Framework and logic B. Substantive and comprehensive content C. Language expression D. Report design E. Other_____
4. Is there any content that you are concerned about, but did not find in this report? If so, please write down the content you are concerned about.
5. Any other opinions or suggestions you may have regarding the ESG management enhancement of SAIC Motor are welcome to be informed here:

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