Social Security &
Respect, Success and Happiness
of Geely Culture

ILO– China – ASEAN
Senior Seminar on Social Security

Mei Wei
September , 2016
Geely Development Path

- **1986**
  - Geely started

- **1994**
  - Launched Motorcycle Business

- **1996**
  - Geely Co. Ltd. was founded

- **1997**
  - Entered Auto. Industry

- **1998**
  - The first car was launched in Linhai Base

- **2001**
  - Zhejiang Geely Holding Group Co., Ltd. was founded

- **2002**
  - Acquired license from the state and became the first private car company in China

- **2003**
  - Listed in Hong Kong Stock Exchange (HK:0175)

- **2005**
  - Acquired Drivetrain Systems International (DSI) in Australia in March, 2009

- **2006**
  - Became the largest shareholder in Manganese Bronze Holdings (MBH)

- **2007**
  - Strategic transformation from low-price to high-quality

- **2009**
  - Acquired London Taxi in Feb, 2013

- **2010**
  - Acquired Volvo Cars Corporation from Ford Auto. in Mar., 2010

- **2012**
  - Geely became a Fortune 500 company

- **2013**
  - Acquired Drivetrain Systems International (DSI) in Australia in March, 2009

- **2013**
  - Geely and Volvo set up joint R&D Centre in Gothenburg, Sweden

- **2014**
  - Launched new Geely brand structure, Combining Emgrand, Gleagle, Englon

- **2015**
  - Invested 300 million in building new factory and R&D Center for London taxi
Geely 2015 • A Milestone

Annual Sales Milestone

Geely + Volvo = 1 million
Performance of Geely 2015

Geely Holding Group
Revenue of 2015: $249.8 billion
Enter the list of Fortune 500 for 4 consecutive years
Ranked the 10th out of 500 Chinese private enterprises

Geely Auto
The total sales of 2015: 542.7 thousand
Increase of 26%

Volvo Cars
The total sales of 2015: 503.1 thousand
increase of 8%
Geely Auto has 10 vehicle manufacturing plants and 2 powertrain plants in China, and 8 CKD factories abroad; Globally, Geely has 4 R&D centers and 4 design centers. Has more than 19,000 employees.
Geely Holding Group runs business based on the human resources culture of respect, success, and happiness. We always comply with the requirement of national laws and regulations; respect and protect the employees’ legal rights in terms of working condition, work safety, social security; and provide employees with competitive compensation and benefit system. Stimulate the employees’ potential capability and improve their personal sense of accomplishment through building safe working environment and comprehensive training system, and sustained propelling on informational system and happy culture system.

**Respect**
- Everything is possible through dedicated efforts of people
- Everyone is a teacher and a student; everyone is talent or made to be one.
- Employing the wrong person is equal to taking the wrong pills.

**Success**
- Success = morality * ability * enthusiasm
- Give people a platform appropriate to their capability
- Employ people who are able, and let them exert their strength. Employ them who are excellent and winnow out those who are deficient, and keep the staff at a dynamic equilibrium.

**Happiness**
- Live and work happily, to create a harmonious environment which is open, just and fair, and increase the income and benefits of staff.
- The basis of happiness relies on a sincere and honest atmosphere of teamwork. To face criticism peacefully is the origin of happiness
- Celebrate victory together and support each other during failure.
## Percentage of Labor contract signed and Social insurance coverage 2011-2015

<table>
<thead>
<tr>
<th>Indicator</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total no. of employees</td>
<td>18,082</td>
<td>18,500</td>
<td>18,161</td>
<td>18,900</td>
<td>19,745</td>
</tr>
<tr>
<td>Percentage of labor contract signed</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
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<tr>
<td>Percentage of social insurance coverage</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Percentage of health and medical records</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>
Comply with legal, all employee participate in the basic social insurance program

Responsible care, all employee participate in additional insurance program

Especial care, special employees participate in the specialized insurance system

Geely Responsible Care System - China

Developed 3 levels of Health & Insurance System

<table>
<thead>
<tr>
<th>Area</th>
<th>Detail items</th>
<th>Eligibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social insurance</td>
<td>Pension insurance, Medical insurance, Unemployment insurance, Maternity insurance, On-job injured insurance</td>
<td>All employee</td>
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<tr>
<td></td>
<td>Special supplementary insurance and Health program</td>
<td></td>
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<tr>
<td></td>
<td>Employers liability insurance, Employers liability insurance, Life insurance (Death caused by illness)</td>
<td>All employee</td>
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<tr>
<td></td>
<td>Onboard/Exit Medical check, Annual Medical check</td>
<td>All employee</td>
</tr>
<tr>
<td>High-end Healthcare Plan</td>
<td>① Area of cover: Great China or Worldwide, choose by employee</td>
<td>Management team &amp; LHF</td>
</tr>
<tr>
<td></td>
<td>② Insurance Coverage: Out-patient, In-patient, Dental, Medical check, etc.</td>
<td></td>
</tr>
<tr>
<td>Supplementary medical insurance</td>
<td>① Out-patient, ② In-patient, ③ Life insurance (Death/Disability cause by accident or by illness), ④ Critical illness, ⑤ Dependence insurance</td>
<td>Excellent Striver</td>
</tr>
<tr>
<td>Item</td>
<td>Details</td>
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<tr>
<td>-------------------------------</td>
<td>-------------------------------------------------------------------------</td>
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<tr>
<td>Employee development</td>
<td>• Employee development &amp; training program</td>
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<td></td>
<td>Skills competition</td>
<td></td>
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<tr>
<td></td>
<td>Library</td>
<td></td>
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<tr>
<td>Full-paid leave</td>
<td>• Legal holiday</td>
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<tr>
<td></td>
<td>Full-paid annual leave</td>
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<tr>
<td>Festival and event benefits</td>
<td>• New year benefits, Chinese New year benefits, Dragon Boat festival benefits, Mid-autumn festival benefits and International Women ‘s day benefits, Christmas benefits</td>
<td></td>
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<tr>
<td></td>
<td>• Birth gift, Marriage gift and Baby gift</td>
<td></td>
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<tr>
<td>Care &amp; Mutual Fund</td>
<td>• Coverage:</td>
<td></td>
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<tr>
<td></td>
<td>①Mainly family members</td>
<td></td>
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<tr>
<td></td>
<td>②Employee’s each life stage (such as marriage, maternity, retirement, death, etc.)</td>
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<tr>
<td></td>
<td>③All kinds of family difficulty due to sickness, death of a family member, natural disaster, etc.</td>
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<tr>
<td>Public Benefit Activities</td>
<td>• Poverty alleviation Program (such as Dream for University student)</td>
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<td></td>
<td>• Charity sales</td>
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<td></td>
<td>Social Volunteer</td>
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<td></td>
<td>“GEELY HOPE” series charitable activities</td>
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<tr>
<td>Children education</td>
<td>• Children education allowance</td>
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<td></td>
<td>• Support on application for enrollment in a school</td>
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<td></td>
<td>• Summer kindergarten</td>
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<tr>
<td>Housing support</td>
<td>• Housing benefit (allowance &amp;apartment)</td>
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<td></td>
<td>• Purchase discount</td>
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<tr>
<td>Recreational activities</td>
<td>• Employee club</td>
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<td></td>
<td>Games</td>
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<td></td>
<td>Art show</td>
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<td></td>
<td>Outing</td>
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<tr>
<td>EAP Program</td>
<td>• Psychologists training</td>
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<td></td>
<td>Provide psychological counseling</td>
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<tr>
<td>Others</td>
<td>• Group Wedding</td>
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</tbody>
</table>
Geely Responsible Care System - abroad

1. Employee Care for Local Hired Foreigners

- High-end healthcare plan
- Housing Benefits (allowance, apartment, temporary accommodation)
- Children education
- Leave (Full paid sick leave, annual leave etc.)
- Home visit
- Relocation support
- Other support (culture training, visa/work permit assistant, trip arrange, etc.)
2. Preliminarily built a thoroughly basic & supplementary health insurance system in Sweden
Geely Responsible Care System  
- abroad

3. Reinforce the research on national and regional regulation and social security system of foreign countries, and improve the company’s global insurance system

- proceed the diagnosing program of the international human resources system:
- build up overseas employees’ compensation and benefits system
- build up dispatched employees’ management system

Focus on research on legal benefits and industry practices of countries, including Sweden, USA, Britain, etc., to develop our company’s benefits system

According to development of the company, continue to strengthen research on basic national and regional laws, regulations, and insurance system of foreign countries.
4. Geely attaches importance to the long-term cooperation with global professional companies to ensure our overseas operation legal.

Geely Responsible Care System - abroad

- Ernst & Young: Program Design
- Stanfe: Relocation support
- Mercer: Consult report, social insurance service
- Fragomen: Visa Application
- Deloitte: Tax support

Our partner

4. Geely attaches importance to the long-term cooperation with global professional companies to ensure our overseas operation legal.
Respect, Success, Happiness!