

Respect, Success and Happiness Geely Holding Group



Zhejiang Geely Holding Group was set up in 1986, and entered the automotive industry in 1997.

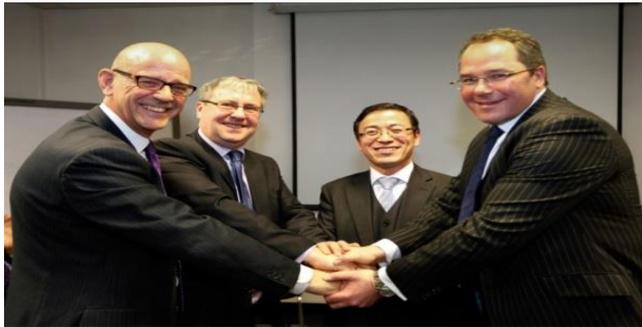


In the process of Geely overseas merger and acquisition, we took the local social security and labor legislation under constant consideration and had great respect for local practice. Geely also worked actively to create new job opportunities.



For Volvo

Geely maintained all employees and kept benefit/labor protection promised by Ford. Not only that, Volvo created more than 1800 new job opportunities.



For MBH

September 2013, 6 months after the acquisition, London Taxi Company resumed its production and added 66 job opportunities.

Group

Zhejiang Geely Holding Group
Geely Group Limited



Subsidiaries

Geely Automobile Group

London Taxi Company

Volvo Car Corporation

Mitme Group

Brands

Geely Automobile

London Taxi

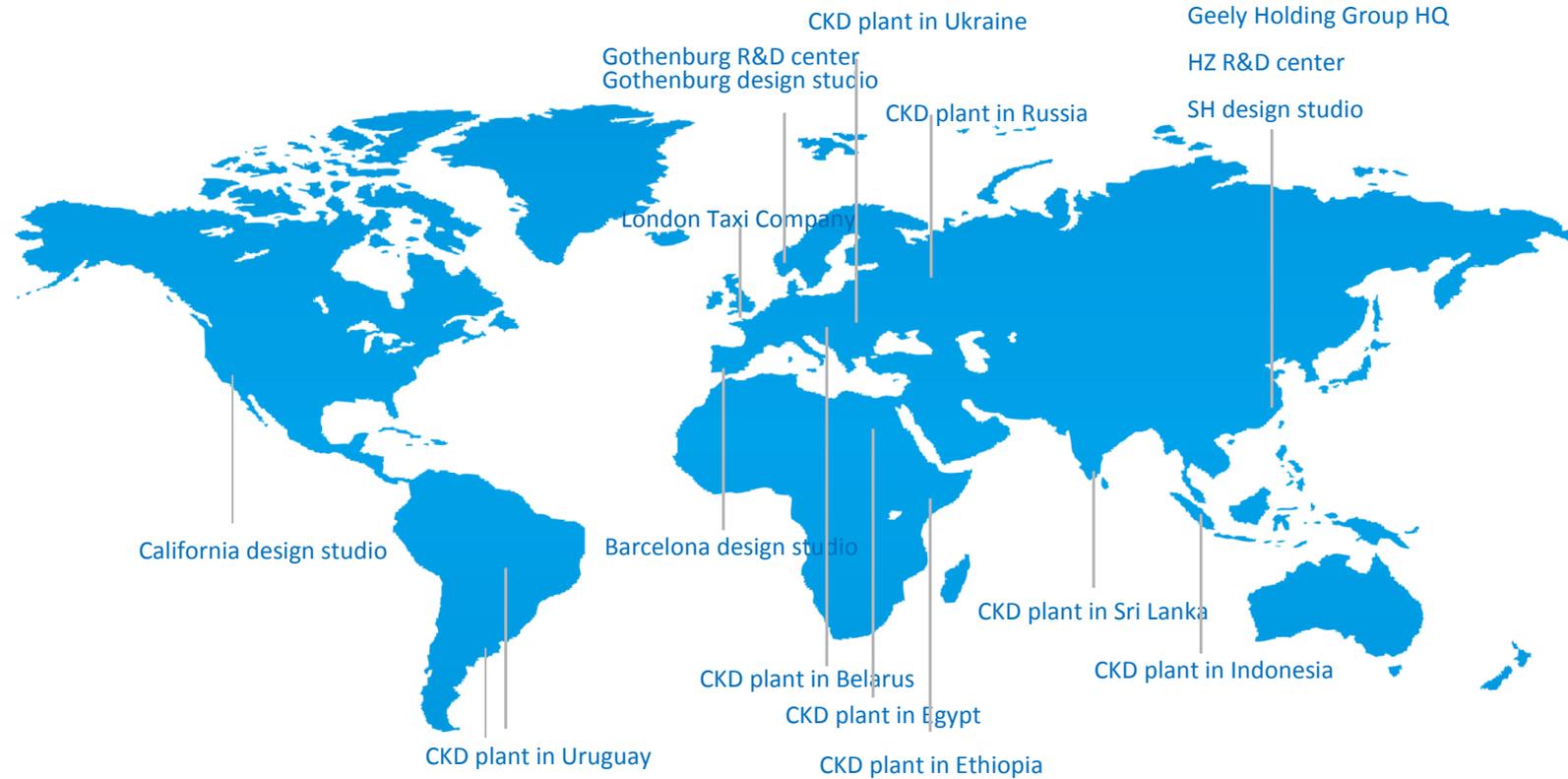
Volvo Cars

Sanya University
Beijing Geely University

Automobile business (passenger cars, commercial vehicles as well as spare parts and technology)

Educational enterprises (Universities and vocational training institutes)





Geely Auto has 9 vehicle manufacturing plants and 2 powertrain plants in China, and 8 CKD factories abroad;
 Globally, Geely has 2 R&D centers and 4 design studios.

Top 20 Sales Volume of Global Automakers in 2014



Geely Group ranked in 18th place!

Ranking	Company	Sales Data
1	Volkswagen	9919305
2	Toyota	9818609
3	GM	8017844
4	Renault	7947606
5	KIA	7550383
6	Ford	5912591
7	Fiat	4558007
8	Honda	4457477
9	PEUGEOT CITROEN	3148030
10	Suzuki	2908126
11	BMW	2217071
12	SAIC Motor	2081210
13	Mercedes-Benz	1916877
14	Mazda	1364870
15	Chana Auto	1332653
16	Mitsubishi	1134885
17	BAIC	1012833
18	Geely	996975
19	Dongfeng Motor	909941
20	Fuji Heavy	848958

As an essential resource to enterprise, human resource plays a decisive role in GEELY. We sincerely hope that all individuals can be respected, successful and happy.

Respect - employees' efforts, culture, points of view and inputs should be respected.

Successful - put right people into right positions and maximize their expertise, we provide plentiful training programs and fair performance evaluation for all employees.

Happiness - create an open-communicating environment; Raise the corporate brand value by joint efforts, make employees feel respected and honored. Compose a competitive C&B plan. Enhance the balance between employees' work and life.

Geely believes that humans are our primary resources and is committed to provide protection for basic rights, the health and safety well-being of our employees.

Ensuring staff health and safety as well as protecting employee rights are two areas of how we safeguard the interests of our staff. In 2014, 100% of our employees have proper labor contracts signed, social insurance coverage and health records completed.

Geely initiated the “HSE(Health, Safety, Environment) Management System Evaluation Standards” in three levels tailored for the company at large, branch factories and teams. Annual evaluation and adjustments to the standards are conducted. The Group’s HSE score has jumped from 876 points in 2011 to 928 points in 2014, out of a total 1,000 points. The HSE system in subsidiaries have also been standardized.

In the deployment, cultivation and development of our employees, Geely advocates fair practices in ensuring ethnic equality, gender equality and urban-rural equality. We do not condone differential treatment or discrimination in ethnicity, nationality, religious beliefs, age, gender and educational qualifications, etc.

Employee rights are also upheld and respected by Geely. For example, decisions on work attendance and uniforms are consulted with the workers’ union. The union is also involved in any mediation and resolution of risk factors related to labor disputes.

Indicator	2011	2012	2013	2014
Total no. of employee	18 082	18 500	18 161	17 839
Percentage of labor contract signed	100%	100%	100%	100%
Percentage of social security coverage	100%	100%	100%	100%
Percentage of health and medical records completed	100%	100%	100%	100%

CEVT - Who we are

China Euro Vehicle Technology

- Founded: 2013
- Locations: Gothenburg, Hangzhou
- Employees

Gothenburg: Over 450 full-time and 675 consultants and recruiting

Hangzhou: Over 400 full-time and recruiting

- Governance: Board of directors with Geely Auto and Volvo Cars representatives



Area	System/policy
Social Insurance	<ul style="list-style-type: none"> • Pension Insurance • Unemployment Insurance • Medical Insurance • On-job injury insurance • Maternity insurance • Public Housing Fund
Pension plans	<ul style="list-style-type: none"> • Solid company pension plan on top of public state pension
Housing fund	<ul style="list-style-type: none"> • Housing fund on top of public housing fund
Supplementary Insurance	<ul style="list-style-type: none"> • Employers liability insurance • Traffic accident insurance
Medical	<ul style="list-style-type: none"> • On board Medical Check • Annual Medical Check
Leave	<ul style="list-style-type: none"> • Legal required Holiday • Annual Leave • Sick Leave • Marriage Leave • Maternity Leave • Funeral leave • Work-related injury leave
Festival and event benefits	<ul style="list-style-type: none"> • New Year Benefits • Chinese New Year Benefits • Dragon Boat festival Benefits • Mid-Autumn festival Benefits • International Women's day Benefits • Birth Gift • Marriage Gift • Baby Gift
Others	<ul style="list-style-type: none"> • Recreational activities • Summer kindergarten

Area	System/policy
Social Insurance	<ul style="list-style-type: none"> • Company offers group life insurance to all employees • Salary compensation (to a certain level) when on Maternity/Paternity leave
Pension plans	<ul style="list-style-type: none"> • Solid company pension plan on top of state pension • System for set a side certain level of salary into pension plan
Supplementary Insurance	<ul style="list-style-type: none"> • Travel insurance for all business travellers
Medical	<ul style="list-style-type: none"> • Company Health Care program
Leave	<ul style="list-style-type: none"> • Holidays as in Swedish system • Annual vacation days • Maternity/paternity leave • Leave for Funeral, serious disease in close family • Leave for marriage • Study leave • Leave for military services
Working hours	<ul style="list-style-type: none"> • Flexible working hours offers possibility for employees to control/plan their time in the office with family situation
Social and activities	<ul style="list-style-type: none"> • Sports activities (common group activities) • Discounted/sponsored membership fees for sport activities (Gym, tennisclub etc)

GEELY

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Happy life Geely Drive

