



**GENERAL MOTORS OF
CANADA EMPLOYEE VEHICLE
PURCHASE PROGRAM
RULES AND GUIDELINES**

Overview

The General Motors of Canada Employee Vehicle Purchase Program (EVPP) provides eligible individuals residing in Canada with the opportunity to purchase, finance or lease vehicles under either the Company Owned Vehicle Purchase Program or the New Vehicle Purchase Program.

By purchasing a vehicle through the Programs both the eligible GM participant and the sponsored purchaser acknowledge these Rules and Guidelines and agree to abide by them.

It is the responsibility of the eligible participant to know the rules of the Programs as set forth in this document and to make them known to their sponsored purchaser. Violations of these rules by any purchaser will result in sanctions against the eligible employee, retiree or surviving spouse (see Program rules for details).

When a rule applies to both “eligible purchasers” and “sponsored purchasers”, the term “purchasers” will be used. Purchasers are expected to know and be in compliance with these rules.

The offering of vehicles for purchase, finance or lease through the Program by General Motors does not constitute a contract between GM and any purchaser/lessee. Either Program may be withdrawn at any time, and the terms are subject to change from time to time by General Motors. Final decisions in all matters relating to the interpretation of any rule or phrase of this activity rest solely with General Motors.

Eligibility

Eligible Participants

**GM Canada New Vehicle and Company
Owned Vehicle Purchase Programs**

Regular active and job share employees – eligible upon employment.

Retired employees – eligible for post-retirement benefits under the provisions of the GM Canada retirement programs e.g. Basic Life Insurance

Surviving spouse - of a deceased eligible employee or retired employee and who is receiving a survivor pension or health care/ health care trust or survivor income benefit insurance.

Laid off hourly employees – are eligible purchasers during the first 12 months of layoff (24 months if the employee has 10 or more years of service or seniority at the time of layoff).

Former salaried employees separated as a result of a Staffing Reduction – eligible for up to four (4) years following the date of separation

Employees on approved disability leaves of absence, pregnancy and parental/adoption leaves are eligible during the entire period of the leave. Employees on approved special leaves of absence are eligible purchasers during the first 12 months of such leaves.

University Interns/Coop students - are eligible purchasers only during their period of employment with GM. Supplemental Workforce Employees, and Temporary Part Time (TPT) status employees - are eligible during periods of their employment

Ineligible Participants

- Employees, retired employees, surviving spouses and eligible separated employees who reside outside of Canada are not eligible to purchase under the Company Owned Vehicle Purchase Program only.
- Contract employees
- Family members other than spouse for the Company Owned Vehicle Purchase Program
- Former employees who were not retirement eligible but are entitled to deferred vested pension benefits

Sponsored Purchaser Eligibility

I. GM Canada New Vehicle Purchase Program

Eligible employees, retired employees, and employees separated in a staffing reduction, are able to sponsor their spouses, children, grandchildren, parents, stepparents, grandparents (including in-law and step), siblings (including full, half and step), stepchildren, step grandchildren, mother/father-in-law, sons/daughters-in-law, brothers/ sisters-in-law. Common law partners of eligible participants, where on file with the GM Canada Benefits Centre, also qualify.

Surviving spouses are able to sponsor the same people the deceased employee or retiree would have been able to sponsor under the current rules and guidelines. All eligibility will end upon the death of the surviving spouse.

Eligible family members of employees on layoff or “leave” status may be sponsored during the same period such employees are eligible purchasers.

II. GM Canada Owned Vehicle Purchase Program

Eligible employees and retired employees may sponsor their spouses (or common law partner) and their dependent children and stepchildren provided the children are either under 21 years of age or are full-time students whose age does not exceed 25 on the date of purchase.

Surviving spouses of deceased eligible employees and retired employees may sponsor their dependent children who are under 21 years of age or who are full-time students not exceeding 25 years of age and the deceased dependent children who are under 21 years of age or who are full-time students not exceeding 25 years of age.

Eligible family members of employees on layoff or “leave” status may be sponsored during the same period such employees are eligible purchasers.

PROGRAM RULES

GM Canada will conduct periodic audits to ensure the integrity of the programs. Employees, retirees and surviving spouses may be asked to furnish documentation supporting the eligibility of sponsored family members and compliance with these rules. Documents requested may include, but are not limited to, copies of marriage licenses, birth certificates, registration/title information, etc.

It is the responsibility of eligible purchasers to know the rules of the Program set forth in this document. Additionally, eligible purchasers are responsible for making these rules known to sponsored purchasers. Violations of the Program rules by any purchaser will result in sanctions against the eligible purchaser.

Sanctions may include repayment of applicable discounts, the loss of privileges to participate in this program, and/or employment action up to and including the termination of employment.

Eligibility Period

All purchasers must meet the eligibility criteria set forth herein at the time of taking delivery of a vehicle purchased/leased under the Programs.

Retention

Customers are prohibited from reselling their vehicle or either registering or exporting it out of Canada for at least 6 months after delivery and 12,000km (whichever comes last), or acting on behalf of another person or company who intends to resell or export during such time. In addition to these retention requirements, GM active salaried Employees are also bound to adhere to the GM Vehicle Resale Policy that took effect August 12, 2022, which is to refrain from reselling a newly purchased GM vehicle above the price at which they purchased if for at least twelve (12) months from the date of purchase. This includes ownership, possession and use of the vehicle.

(The Chevrolet Corvette ZR1 retention period is 12 months AND 12,000 km from the delivery date by the original eligible participant).

Entitlements

I. New Vehicle Purchase Program

An eligible employee, retiree or surviving spouse may purchase/lease and/or sponsor a combined total of four (4) new and unused vehicles per calendar year.

II. Company Owned Vehicle Program

An eligible employee, retiree or surviving spouse may purchase/ lease and/or sponsor two (2) used Company Owned Vehicles per calendar year.

Title/Registration Restrictions

Vehicles purchased/leased under either Program must be for the personal non-commercial use of the purchasers. Vehicles may not be registered in a business name. It is prohibited to purchase/lease and register/title a vehicle and then surrender the vehicle for part or all of the required retention period to any other person.

Bill of Sale, title, license and registration must be solely in the name of the eligible participant. Co-titling is only permitted between eligible employee/retirees and their spouse. In any event, the vehicles must not be for the personal use of any other individual.

Inducements

GM Participants and Sponsored Purchasers may not solicit or accept money, additional price reductions, or other items of value from dealers, other persons or other business entities, except GM Canada-sponsored incentives, in connection with the purchase/lease of vehicles under the Programs. Violation of this rule will result in the participant and/or the dealership repaying the service allowance to GM Canada and may also have their right to participate in the program suspended temporarily or permanently depending on the violation.

PROGRAM OPTIONS

New Vehicle Purchase Program

Eligible participants can purchase, finance or lease new vehicles in Dealer stock, through an authorized GM Dealer. Employee new vehicle purchase program consists of dealer's cost of vehicle, dealer's cost of options, the \$150 Program Participation Fee, the Retail Excellence Program (REP) marketing Fee, freight and air tax (if applicable). Dealers may charge up to \$350 in administration/documentation fees. The calculation excludes taxes, licensing and registration fees, insurance, accessories, additional products or services and personal property registry.

New Vehicle Purchase Program - Electric Vehicle

Eligible participants can purchase, finance or lease an eligible electric vehicle from GM Dealer in-Dealer stock or via factory orders with Employee Allowance.

Company Owned Vehicle Program

This program offers eligible purchasers the opportunity to purchase used GM vehicles that have been driven in the course of General Motors business and designated as eligible for purchase under this Program.

Vehicles are available for purchase on an “as is” basis. Because these vehicles are sold as used vehicles, they are not to be expected to be free of all evidence of ordinary use. Dealers are not required to repair or replace any part on a vehicle that is deemed normal wear and tear such as minor cosmetic damage, paint chips, scratches, and dings.

Tagging a vehicle for another person or other employee is prohibited. Used company vehicles must be delivered to the individual it was tagged for, otherwise the vehicle must be returned to the original source.

A discount to Dealer price will apply to vehicles invoiced to a Dealer from GM Canada Company Service based on the kilometre usage when taken out of service. The Discount is calculated on Base Model MSRP without options. The following factor will be applied to the Base MSRP of the model at the time of production:

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|---|-----------|-------------|--------------|---------|
| Kilometres | 320-3,999 | 4,000-7,999 | 8,000-11,999 | 12,000+ |
| Discount Factor (for eligible ICE vehicles and Bolt EV and EUV) | 6% | 9% | 12% | 14% |
| Discount Factor (for eligible Electric Vehicles) | 3% | 6% | 9.5% | 9.5% |