

BMW Powertrain Plant Shenyang Building an Electrification Talent Engine to Safeguard Series Production of the GEN6 Battery

- More than 300 shop-floor employees have completed position-specific qualification certification, forming a solid core talent pool to support the start of GEN6 Battery series production in 2026.
- Evolved into an active contributor to BMW Group's global production network, demonstrating a shift from technology intake to experience export and strengthening the global GEN6 battery production network.

Following the start of series production of BMW Group's Neue Klasse models at the Debrecen plant in Hungary and the strongly positive market response in Europe, BMW Group production sites worldwide are advancing their preparations for electrified vehicle manufacturing in parallel.

As BMW Group's largest powertrain production location outside Europe, the BMW Brilliance Powertrain Plant in Shenyang is steadily progressing all preparations for series production of the GEN6 Battery. Pre-series production of the GEN6 Battery was successfully launched at the end of 2024, marking a key milestone on the path toward series production.

This achievement is underpinned by a systematically implemented electrification talent development strategy at the Shenyang plant. To date, more than 300 shop-floor employees have completed position-specific qualification certification, forming a solid core talent pool to support the start of GEN6 Battery series production in 2026.

Structured Certification and Digital Training: A Dual-Engine Approach to Electrification Talent Development

The Shenyang Powertrain Plant has established a clear and structured talent development pathway tailored specifically to GEN6 Battery manufacturing, while maintaining close technical alignment with BMW Group headquarters in Germany. This ensures that employee skill development precisely matches project and production requirements.

A comprehensive training framework comprising more than 150 specialized courses has been developed, covering technical standards and operational processes across the entire GEN6 Battery production value chain.

Supported by a 100% certification-based qualification system, the program ensures seamless

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alignment between workforce readiness and electrified production needs, creating a robust and reliable talent pipeline.

The high efficiency of this talent development approach is enabled by deep digitalization. As the first site within BMW Group's global GEN6 Battery production network to deploy virtual production-based training, the Shenyang plant has introduced a pioneering "training ahead of production" model.

Through virtual assembly line simulations, employees can begin standardized operational training three to six months in advance, significantly improving safety, process understanding, and production readiness.

Several training modules developed by the Shenyang team have already been integrated into BMW Group's global training system, serving as reusable best-practice templates for other production locations worldwide.

From Shenyang to the World: A Two-Way Global Talent Exchange

Due to the innovative design architecture of BMW's GEN6 Battery, its manufacturing processes are characterized by high technical complexity and extremely stringent precision requirements. Prior to the ramp-up of series production, manufacturing processes must be fully developed and rigorously validated during the pre-series production phase.

To support this, the Shenyang Powertrain Plant has dispatched technical teams to BMW Group's research and manufacturing competence centers in Parsdorf and Hallberghaus, Germany. These teams gained hands-on experience from GEN6 Battery pre-series production activities, capturing key manufacturing insights and best practices and transferring this expertise back to Shenyang.

At the same time, the Shenyang plant has evolved into an active contributor to BMW Group's global production network. Technical experts from Shenyang have supported GEN6 Battery pre-series production activities at BMW Group's San Luis Potosí plant in Mexico, demonstrating a shift from technology intake to experience export and strengthening the global GEN6 battery production network.

From Talent to Quality: Building a Robust Safeguard for GEN6 Battery Series Production

Through the systematic integration of talent development and intelligent manufacturing technologies, the BMW Brilliance Powertrain Plant in Shenyang is building a robust quality safeguard for GEN6 Battery series production.

Throughout the manufacturing process, the plant rigorously applies BMW Group's "zero-defect" quality philosophy, supported by advanced digital applications that enable high-precision process control and full traceability.

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At the same time, full synchronization of manufacturing parameters with BMW Group's global production network ensures consistent quality standards across all GEN6 Battery production locations worldwide.

As local technical expertise converges with BMW's German industrial standards, "Shenyang manufacturing" is supporting GEN6 Battery series production at world-class quality levels. This not only demonstrates the strength of advanced manufacturing capabilities in China, but also serves as a compelling example of BMW Group's global production strategy—leveraging talent depth to enable technological excellence and defining innovation quality through uncompromising standards.

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