Social

Our aspiration is to make GM the most inclusive company in the world. We are also focused on protecting human rights, fostering supplier relationships and bringing communities along.

“Collectively, doing the hard work of creating consistently inclusive environments that are supported by equitable practices makes way for every team member to thrive and contribute to the GM purpose.”

Telva McGruder
Chief Diversity, Equity and Inclusion Officer
Climate Action Framework

The changes driving the transition to an all-electric future represent a seismic shift in our industry. As we accelerate that future, we must listen and learn. We understand that climate change does not impact every community equally, and that sustainable technology alone is not enough for everyone to benefit from an all-electric future.

Our Climate Action Framework is rooted in four key areas: the future of work, access to electric vehicles (EVs), infrastructure and climate.

Through the Climate Fund, we have committed to several capital and philanthropic ventures that are helping to close the community gaps present in the transition to EVs and other sustainable technologies.

Focus Areas

<table>
<thead>
<tr>
<th>Future of Work</th>
<th>EV Access</th>
<th>Infrastructure</th>
<th>Climate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Developing skills for our electric future by investing in training and reskilling, such as through our Technical Learning University and its Electrical Apprentice Program</td>
<td>Planning to offer a wide range of EVs across segments and price points</td>
<td>Committing to accessible charging solutions that can help meet customers where they are and understanding the need to help address charging deserts and other scenarios that can hinder EV ownership</td>
<td>Funding organizations that are helping to close the climate gaps at the community level as well as educating key GM stakeholders</td>
</tr>
</tbody>
</table>

Principles

- Help make mobility safe, accessible and environmentally friendly for all
- Incorporate and normalize equity considerations across our business operations and program implementation efforts, including workforce strategy, sustainability efforts, and products and services
- Work with community-based stakeholders to identify their unique needs, assets and priorities as well as collaboratively assist impacted communities
- Advocate for climate change action, renewable energy and transportation-related policies at the federal, state and local levels
- Help support organizations that are providing diverse communities access to a more sustainable future
A Team That Includes Everybody

To attract and inspire the most qualified and diverse talent, we focus on fostering great employee experiences in an inclusive culture in which everybody can learn, grow and thrive.

We listen carefully to feedback from across the business to improve our approach every day. Our processes focus on experiences during the recruitment process and through the employee journey.

Recruiting Talented People

We are building a more diverse, equitable and inclusive environment to make a positive impact and deliver on our purpose. Our talent recruitment and assessment processes are strategically executed with a mindset of inclusion to allow candidates from all backgrounds to find opportunities in inspiring and challenging roles.

We recognize that everyone brings their own unique experiences to a role—and we are consistently improving our recruitment methods to enable each candidate to highlight their skills during the application and interview processes.

Our Global Talent Acquisition Team uses various outreach strategies, including market analysis, sourcing, talent marketing and communications, to generate relevant, effective candidate interactions.

We establish partnerships and use marketplace databases to expand our outreach to diverse candidates, including to universities such as Historically Black Colleges and Universities (HBCUs) and Minority Serving Institutions (MSIs). We also employ relationship management systems to notify potential candidates when relevant positions become available.

We aim to remove barriers by reframing job descriptions to focus on the capabilities and skills needed for the role. Candidates participate in structured interviews that help provide an objective platform for our teams to assess skill and behavioral alignment with the specific job needs. We also strive to create diverse teams of interviewers who can provide different perspectives when assessing a candidate.

Leveraging Talent Innovation

Innovation is at the heart of transforming GM technologies, and we bring that same mindset to how we recruit talent. Some examples of these efforts include:

• Implementing an agnostic approach to recruiting, aiming to reach schools all across the United States. In 2022, we hired more than 2,800 early career individuals with recruitment efforts at over 500 universities. Of these, over 2,000 filled entry-level positions, with more than 700 taking intern and co-op roles. We are proud that our student program has been recognized as a Top 100 Internship Program by a panel of industry expert judges and thousands of public votes, organized by yello and WayUp.

• Collaborating closely with other organizations, such as the American Indian Science and Engineering Society, the National Society of Black Engineers, the Society of Hispanic Professional Engineers and the Society of Women Engineers.
Engaging Every Employee

We are reimagining our workforce strategy and evaluating our systems to ensure that all GM employees have impactful experiences and feel connected to our purpose and our values.

We collect employee feedback throughout the year. This includes our Workplace of Choice engagement survey, conducted every other year, and shorter “pulse” surveys that check in on important topics. These surveys provide critical information to support data-driven decisions that improve the employee experience.

In 2022, we conducted a “pulse” survey in June and a Workplace of Choice survey in October. Across both, we collected more than 199,000 global salaried and represented employee responses. A record 66% of represented employees responded to the Workplace of Choice survey, significantly higher than any prior edition.

We use several internal channels to foster dialogue and help employees stay up to date, such as our global microsite, which hosts the latest EV news, learning tools and available resources. We also have a Yammer channel dedicated to EV conversations and questions, and a Degreed course covering key parts of our electrification strategy.

Earn a Living. Make a Life.

Earn a Living Make a Life is a collaboration between our Marketing and Manufacturing Communications Teams with the purpose of highlighting the amazing people behind our products. It celebrates their talents and the impact that they have in their families and communities. Our manufacturing employees are much more than their jobs—they are parents, grandparents, friends, coaches, students, leaders, mentors and community advocates.

We are using billboards, digital screens, video streaming and newspaper advertisements to bring their contributions and personal stories to life. Recognizing employee impact is one way we demonstrate inclusion.

Unlocking Everybody’s Potential

Learning continues to be a significant enabler of our employees’ growth and development. We subscribe to a 70–20–10 philosophy of learning, where 70% of learning occurs through on-the-job experiences, 20% through exposure activities, coaching, mentoring, participation in Employee Resource Groups (ERGs) and other social activities, and 10% through formal educational resources.

We make learning and development opportunities available to employees at all levels. GM’s Technical Education Program (TEP), established in 1984, helps us keep our engineering community on the cutting edge of innovative knowledge. We provide employees with technical coursework in partnership with top universities with impactful automotive and automotive-related research initiatives. Each program has at least one GM-directed component in which students integrate and apply their coursework knowledge to generate solutions to improve processes and solve issues resulting in measurable value to GM.

In 2022, TEP reached 601 students from 11 countries and five capstone projects were awarded TEP’s Value Add Award for enhancements and tangible savings in areas of cost, quality, innovation and customer satisfaction.

For example, we have deployed Virtual Advisor to support OnStar navigation inquiries using Google’s Dialogflow. This project—selected for TEP’s Value Add Award—focuses on expanding conversational AI across all customer engagement channels to analyze unstructured data and gain better insights. It has enabled voice calls to be routed through Virtual Advisor, which has improved customer satisfaction, expedited customer assistance and supported the OnStar blue button virtual advisor initiative valued at approximately $6 million in first year cost savings.

Learn more on the GM Careers website.
How We Invest in Learning at GM

We encourage employees to build skills and seek out unique experiences that interest them through a variety of programs and tools.

**Degreed**
Learning experience platform that supports employee learning.

**2,500+**
Enables self-assessment of skills proficiency across more than 2,500 learning pathways.

**Technical Learning University (United States)**
A technical training umbrella that encompasses several programs, including the Electrical Apprentice Program, that aims to equip participants with technical skills, including related to the latest technologies such as Programmable Logic Controllers, robotics and vision systems. It also includes the manufacturing labs at our Global Technical Center campus that enable skilled trades workers and salaried manufacturing engineers to hone their skills using next-generation equipment such as automation and robotics.

**11,600+**
Access to more than 11,600 social learning groups.

**The Professional Managers Network (North America)**
The network is focused on customers, relationships and excellence and is open to front-line people leaders as a resource to help engage and motivate their teams. It provides business unit updates from across GM and creates opportunities for networking, career development and best practice sharing.

**Talent Spotting Framework**
Designed to advance our talent planning and development, we have introduced data-informed talent decisions anchored by assessments and external benchmarking. To help our people leaders identify and champion talent at every level, we launched an awareness and training program, which more than 6,000 employees completed in 2021–2022.

**Workday Mentoring Platform**
Hosted through our Workday platform and open to global salaried and represented employees, we encourage individuals to establish relationships with our more than 2,500 available mentors through a range of formal and informal channels.

**Developing Skills for the Future**
Our Automotive Manufacturing Electrical College, an immersive training program, helps prepare participants for their current or future electrical role at GM. The wide-ranging curriculum includes classroom-based and hands-on content, including structured learning at our plants.

**Leadership Development**
Collaborations and available training with institutions such as Stanford University and the University of Michigan keep leaders up-to-date on emerging trends in business and society.

**SYNAPSE**
Annual innovation competition hosted by our innovation lab, iHub, where teams of employees create, develop and pitch ideas to leadership. In 2022, the competition focused on accessibility, including to the future of EV charging stations.

**Talent Cards and Talent Profiles**
As part of our Workday platform, employees are able to share their unique skills and experiences as well as current and future career aspirations through their talent profiles. This allows employees and HR to view curated summaries which help to inform career discussions, talent planning and progression.
Diversity, Equity and Inclusion (DEI)

We recognize that creating a culture that thoroughly embraces DEI throughout our global business is an ongoing journey.

This journey must be rooted in transparency and accountability. We continue to take deliberate actions that support our commitment to cultivating a workforce that reflects the places in which we live and work.

“Creating inclusive moments that matter can lead to great things. It’s important to make the effort to listen to and understand everyone’s perspective so you can make an informed decision.”

Julie Xiong
Business Intelligence and DEI Data Governance Manager

In 2022, GM was recognized in the DiversityInc Top 50 for the seventh consecutive year.

Our DEI Leadership and Strategy

Our DEI strategy is aligned with and integrated into our growth strategy across three strategic pillars: DEI Maturity, Transparency and Talent Innovation.

We continue to invest in and strengthen our Center of Excellence for DEI, in areas such as business intelligence and insights, ERG impact, internal and external partnerships, global reach, and workforce design and innovation.

We recognize that DEI is the responsibility of every leader at GM. Accountability for diversity, equity and inclusion begins at the highest levels of the company and extends across the company. Throughout the year, our chief DEI officer shares strategy, growth and progress updates with the Senior Leadership Team and Board of Directors. Additionally, the GM Inclusion Advisory Board (IAB), comprised of internal and external leaders and led by our Chair and CEO, provides guidance and recommendations to our Senior Leadership Team on DEI and cultural competence.

Along with examining systems and implementing structural improvements, we ensure progress and accountability using key strategic indicators, which measure diversity in the overall and executive populations. We also review progress in hiring, promotions, performance assessments, candidate populations and retention. To measure inclusion, we use an Inclusivity Index derived from our Workplace of Choice survey.

Other diversity-focused councils within GM include:

- GM Supplier Council
- ERG Leader Council
- Minority Dealer Development Council
- Women’s Dealer Advisory Council
- One DEI Council
- Disability Action Committee

Driving DEI Maturity

We build DEI maturity across the business by engaging in critical conversations with leaders and employees to improve our interactions with each other and our customers, suppliers and communities.

We recognize that unconscious bias is one of the key impediments to building an inclusive culture, so in 2022, we trained more than 200 employees around the world to facilitate unconscious bias workshops. This helped us provide more than 22,900 employees with experiential workshops to significantly increase unconscious bias awareness in the company.

In January 2022, we launched Inclusive Leadership Coaching to provide people leaders with the tools to live up to the “Be Inclusive” GM behavior. Our inclusive leadership model encourages leaders to use the leadership levers of listening, empathizing, collaborating, leaning in and building trust. We prioritized the global manufacturing and finance organizations, and through 2022, nearly 25% of manufacturing people leaders and over 70% of finance people leaders had been exposed to the coaching experience.
Creating an Inclusive Culture With Employee Resource Groups (ERGs)

The employees in our ERGs are an important part of our cultural transformation. ERGs are global employee-led groups that serve as a resource for their constituent members and allies and help to improve DEI maturity throughout our business. We have 12 ERGs, with chapters spanning the United States and globally. They have executive-led advisory councils to help them progress, address issues and pursue opportunities. We are proud that more than 55% of our salaried employees are a member of at least one ERG.

GM Generations: Our Newest ERG

Studies show that multigenerational teams add value through a diversity of skills, opinions and experiences. Formed in 2022, the GM Generations ERG’s mission is to break down generational stereotypes and bias through cross-generational sharing and teamwork. In addition to helping everyone feel respected and supported, the ERG will facilitate the sharing of professional and personal lessons.

Increased collaboration between ERGs is also helping us to address intersectionality and the interconnectedness of people and issues. Through workshops and various events, our ERGs are increasing cultural intelligence and competence across the company. To continue driving progress, in 2022 we:

- Established an ERG Innovation and Growth Team to oversee and support the ERGs as they drive their initiatives forward, assist in sharing best practices and promote collaboration among ERGs
- Held our first ERG Summit, an in-person event for ERG leaders and other stakeholders, featuring speakers, Inclusive Leadership Coaching, networking opportunities and education on multicultural mental health
- Hosted our first ERG Week, which featured 19 sessions including inclusion workshops, sessions on interfaith education, multicultural market information, executive panel discussions and global content
- Introduced a new Degreed Pathway for ERG leaders, catered to those with less experience leading people, covering a range of leadership topics

To complement our ERGs, we have employees serving as DEI Ambassadors. They are engaged in inclusion committees within business functions. This structure is critical to our ability to address local opportunities as well as to scale certain DEI initiatives. It also ensures we address DEI from both local and centralized perspectives and enables everyone to lead DEI efforts.

“I believe our 12 ERGs are critical to helping GM in pursuit of its aspiration of becoming the most inclusive company in the world. They highlight our commonalities and differences, as well as the need to ensure DEI is something we consider in everything we do at GM.”

Kerri Wright
GM Able Co-President and ETS Project Portfolio Manager

Making Mobility More Accessible

In 2021, GM hired the industry’s first chief engineer of accessibility to lead a new Accessibility Center of Excellence (ACE). The ACE is helping drive GM to be a trusted accessible mobility provider, supporting new ideas that help advance the 1.3 billion people the World Health Organization estimates live with a disability.

The team works across four main areas: researching and innovating with the customer, defining what it means to have accessible solutions in our vehicles, creating customizable solutions for a variety of customer needs and creating an ecosystem to grow the culture around accessibility.

“For us, helping GM fulfill its purpose of connecting people means understanding the mobility needs of the millions of customers with disabilities and incorporating that into our innovation and design strategies.”

Carrie Morton
Chief Engineer – Accessibility, Accessibility Management
GM’s DEI Ambassadors Are Catalysts for Change

Across GM, our more than 160 DEI Ambassadors are creating and facilitating DEI messages and activities, sharing tools and resources to educate and inspire inclusive behaviors and collaborating to address barriers to inclusion.

Increasing Transparency

Inclusivity demands transparency. We are committed to holding ourselves accountable and demonstrating progress to our internal and external stakeholders through data collection, analysis and disclosure. We have launched an Inclusivity Index as part of our global Workplace of Choice survey. We disclosed our consolidated Equal Employment Opportunity (EEO)-1 Report in 2022 and commit to making similar disclosures in the future.

We also believe that transparency reaches beyond data. We aim for transparency through our guiding principles (Our Words, Our Deeds, Our Culture) and encourage open discussion of our DEI journey.

Talent Innovation: Building New Pathways to Entry

GM is committed to evolving our talent pathways through inclusive hiring practices that highlight skills, remove barriers, enhance career opportunities and increase diversity.

We continue to build strategic relationships to expand our recruiting efforts with underrepresented communities, for example:

- GM engages talent developer programs that are focused on providing technical skills to position candidates for opportunities in our workforce.
- We are a founding member of OneTen—a coalition of 72 companies and leaders that aims to train, hire and advance 1 million Black Americans over a 10-year period into family-sustaining jobs with opportunities for advancement. In 2022, we hired more than 800 qualifying OneTen talent.
- Our U.S. career re-entry program—Take 2—targets anyone with two or more years of experience in a field who has taken a break from that field for two or more years.
Promoting Equality

We believe everyone deserves to work in an environment where they can be proud of who they are. GM has long advocated for women in the workplace. In 2022, we were recognized in the JUST 100 rankings, leading in the Automobiles & Parts industry, and ranked third on Equileap's Gender Equality score for the United States. We also participate in the Bloomberg Gender-Equality Framework.

In 2022, women comprised 30% of management positions within two levels of the CEO.

We are committed to equal pay practices, and our Equal Pay Pledge reflects our belief that employees' protected characteristics, including gender, should not factor into compensation decisions. As part of this commitment, we have a rigorous annual process that involves measuring pay equity and making adjustments if unaccounted-for discrepancies are found.

Our Disability Action Committee, managed and led by our DEI Team, is dedicated to identifying opportunities to increase inclusivity and accessibility for all employees.

"We strive to support our communities in a holistic way. That's why our Inclusion Fund focuses on programming aligned with GM's initiatives in education, economic empowerment, personal and professional development, and health."

— Rhonda Fields
Senior Manager, Corporate Giving: DE&I Initiatives

Extending Inclusivity Into the Market

Dealers Diversity

GM’s Minority Dealer Development (MDD) Program—established in 1972 and covering North America—is the industry’s longest-running minority dealer program. In addition, GM is the only original equipment manufacturer to have a Women’s Retail Network (WRN) program in the United States. We work diligently to:

• Increase the number of qualified diverse dealers
• Help dealers reach levels of operational effectiveness that consistently meet or exceed the general dealer population
• Encourage and attract strong leaders into retail organizations as dealer operators, managers and employees
• Provide dealers with resources to implement inclusive practices in their dealerships

In 2022, we made educational DEI resources available to more than 92,000 dealer team members.

We are proud that our MDD and WRN programs together consist of over 600 diverse dealerships within our dealer network. Our diverse dealers consistently outperform all other GM dealers in many key performance indicators and are among the most profitable of our retail partners.

Inclusion Fund

In the United States, we are working to drive generational change through our inclusion Fund. We aim to support historically underserved communities by supporting organizations that drive meaningful change in the areas of health, education and economic empowerment.

In 2022, GM disbursed approximately $8 million to 45 nonprofit organizations serving a projected 3.6 million people.

These grants are expected to support outcomes which include access to quality early childhood education (with an emphasis on STEM), providing resources for entrepreneurs and improving access to mental health services so that communities have higher standards of living.

Engaging on Behalf of Employees

GM engages in public policy advocacy on matters that reflect company priorities and policies that impact its employees. Our efforts include the following initiatives:

• CEO Action for Diversity & Inclusion Pledge
• Coalition for the American Dream
• Business Coalition for the Equality Act
• The Dialogue Project
• Gender and Diversity KPI Alliance
• Business Statement on Anti-LGBTQ State Legislation
• Human Rights Campaign supporting the Respect for Marriage Act
• Companies of Purpose Initiative
• Disability:IN CEO Letter on Disability Inclusion
Total Rewards

We prioritize a holistic approach to well-being, which includes support for employees' physical, emotional and financial wellness.

Total Rewards Program

Our comprehensive Total Rewards program supports our employees and their families around the globe.

Besides competitive wages, GM's benefit packages, which vary by country, can include health insurance, access to employee assistance programs, life insurance, disability benefits, profit sharing, retirement and savings plans, paid time off, tuition assistance, vehicle discounts and various other offerings.

See the Supplement for more information about our employee benefits by country.

Expanding Benefit Eligibility to Domestic Partners

In January 2023, we expanded our dependent eligibility provisions in the United States to include domestic partners, allowing our salaried employees to add domestic partners—regardless of gender—and their children to certain benefits and policies, making them eligible for medical, dental, vision and life insurance. GM now recognizes domestic partners as eligible dependents in many countries and we continue to look for opportunities to expand them further.

Recognition Program

Recognition is an important part of our culture, and our salaried recognition program provides an online platform where employees around the world recognize individuals or multiple colleagues for their contributions and demonstrating our company values and behaviors. This program is used by 99% of our salaried employees. In January 2022, we launched a pilot at our Lockport Components location, with 53% of the hourly employees at this facility actively using the recognition program.

We continue working with our union partners to find ways to recognize and engage represented employees.

In 2022, there were approximately

1.1M recognitions sent

1.9M recognitions received

1.3M comments shared
Labor Relations

At GM, manufacturing is our competitive advantage in building our all-electric future. The success of our represented employees and GM’s growth are inextricably linked.

This skilled and experienced workforce comprises nearly 95,000 industrial problem-solvers on our Manufacturing Team. It is critical that we bring this workforce along on our EV journey.

Since the beginning of 2020 through January 2023, we have announced the creation or retention of approximately 10,200 jobs as part of our investments in North America. These investments include the conversion of an assembly plant to EV production and upgrades in production capabilities for two other assembly plants. See An All-Electric Future. Equally important are investments in our workforce to ensure they possess the required skills to successfully launch our future EVs. See How We Invest in Learning at GM.

Supporting Employees Through Business Challenges

When we face significant challenges to our operations, such as the global pandemic and associated supply chain shortages, we prioritize our represented employees by working to ensure the health and safety of all who are on the job.

Our responsible employment philosophy extends to times when workers are displaced because of a plant production adjustment through measures including on-the-job training programs and various types of paid leave and supplemental unemployment insurance.

For example, we have had to creatively manage the complex and fluid global semiconductor shortage, which called for inventive ways to sustain production of our highest-demand, capacity-constrained products while developing long-term supply chain solutions.

Strong Relationships

GM works with about 28 unions globally, representing approximately 99% of our represented workforce—or approximately 60% of our total global workforce—who are covered by collective bargaining agreements.

We manage our labor relations regionally, with responsibility for labor relations held by the global manufacturing leader. Our leadership devotes time to work productively with our union partners and ensure they are updated on the business and pertinent issues. We hold regular meetings, including:

- Quarterly meetings between our CEO and UAW leadership
- Meetings between regional vice presidents of manufacturing and unions during manufacturing site visits
- Regular meetings between manufacturing directors and local unions at plant sites
- Daily discussions between plant managers and local unions

These meetings provide critical inputs to business decision making in a highly dynamic working environment.

We work continuously with our union partners to address unique issues within their respective markets. Collaborations in 2022 included:

- In the United States, committing to invest $4 billion in Orion Assembly to renovate and expand the facility to begin the production of new EV trucks in 2024, including the Chevrolet Silverado EV and GMC Sierra EV
- In the United States, committing to invest $760 million in Toledo Propulsion to produce drive units for the Silverado, Sierra and Hummer EVs, as part of our continuing transition to electric vehicles
- In Mexico, committing to invest more than $1 billion in Ramos Arizpe Manufacturing for a new paint plant to prepare the complex’s Global Propulsion Systems (GPS) and assembly plants to produce EVs
- In Korea, focusing on our employees and product footprint to transfer employees to where they are needed and better ensure full employment

Working Collaboratively With Union Partners

Healthy union relationships are built on effective communication. We engage with our union partners daily and provide opportunities for them to offer input into our processes. An ongoing priority is to ensure that our represented employees feel empowered as members of our Global Manufacturing and Operations Team and that their voices and ideas are heard on topics such as safety and quality improvement.
Vehicle Safety and Quality

GM views safety in a holistic way. We engineer our products through a human lens of driver behaviors and the driving environment, developing features and technologies that can assist drivers and help keep vehicle occupants and others safe.

Our Approach to Vehicle Safety

At GM, safety starts with our employees. All employees are trained to have an appropriate level of safety knowledge through annual training that conveys the importance of product safety. Product safety is also stressed during an annual Safety Week, which is an opportunity to strengthen our safety culture and collectively reaffirm our foundational commitment to keeping ourselves, our colleagues and our customers safe.

We bring together technology, safety advocacy and research to improve the safety of drivers, passengers and those outside the vehicle through:

- Development of vehicle technologies to help drivers avoid crashes, reduce injuries and help save lives
- Safety advocacy to support nonprofit organizations, such as Safe Kids Worldwide
- Research conducted with world-renowned universities and institutions, including the Virginia Tech Transportation Institute (VTTI) and the University of Michigan Transportation Research Institute (UMTRI)

A Holistic Approach to Vehicle Safety

The Vehicle
Engineering advanced technologies and features

The Driver
Education and advocacy to help reduce driver error and risky driving behaviors

The Environment
Influencing vehicle and driving policies to make city and community infrastructures safer, including by providing insights to customers and governments

Developing Safe Products

Our Global Product Safety & Systems organization is responsible for vehicle safety systems, confirming and validating vehicle safety performance, identifying emerging issues and conducting field actions, including recalls.

We monitor crash data to understand where safety opportunities exist. For example, unrestrained occupants account for nearly half of in-vehicle fatalities in the United States, which drove the development of our Buckle to Drive feature. When turned on, this feature can prevent the vehicle from being shifted into gear for up to 20 seconds while reminding unbelted drivers and front-seat passengers through a chime and visual message to buckle their seat belt.

We design our vehicles to meet or exceed regulatory crash requirements, leveraging both physical testing and virtual methods. Our safety engineering development includes a rigorous safety peer review process to assess vehicle performance and incorporate our best practices and learnings into new vehicle designs.

We foster strong collaboration and communication between our Quality and Safety Teams. Metrics we gather about the efficacy of our safety features are also used to guide the development and enhancement of these features, as well as our overall safety strategy. See Engineering Advanced Technologies and Features.

Learn more about our Quality Assurance.
Global Product Safety Management Process

Investigate and Analyze
Internal product investigators and safety forensic engineers investigate potential vehicle safety issues. Data analytics experts merge inputs from numerous data sources—including Speak Up For Safety (SUFS) submissions and service records to conduct statistical analysis and apply machine learning models to help identify potential issues early.

Review
Management, including senior leadership, reviews identified issues. Should a recall decision be made, a cross-functional team initiates all necessary actions to inform appropriate government agencies, dealers and customers.

Execute Recalls
Safety recall remedies are provided to customers free of charge, along with follow-up communications encouraging a repair. Completion rates are monitored and shared with government agencies where appropriate. Global Product Safety and Systems works cross-functionally to analyze recalls and address functional safety with the goal of ensuring that we do not repeat previous mistakes.

Speak Up For Safety
Our SUFS program gives hourly and salaried employees and contractors an easy way to report potential vehicle safety issues and suggest improvements. Concerns are submitted through a toll-free phone number, a smartphone app, email or the SUFS website.

We view SUFS submissions by our employees as a measure of employee engagement in safety issues. By building a culture of safety, we attempt to identify issues sooner and reduce the number of impacted vehicles. A dedicated team evaluates concerns raised through SUFS submissions and escalates them as appropriate.

In 2022, we made enhancements to the program, including the user experience with the SUFS process. For example, interviews with prior submitters led to modifications in communication with and feedback for new submitters. We also implemented a user survey to gather ongoing feedback on user experience. To further monitor our safety culture, we conducted a Global Safety Survey to assess attitudes toward product safety and willingness to raise safety concerns.

Externally, we maintain an open dialogue with the National Highway Traffic Safety Administration (NHTSA), including regularly scheduled meetings with senior agency officials. Expedited discussions, as needed, cover field investigations, safety recalls and other identified issues. GM also participates in meetings with NHTSA and other stakeholders to advance safety discussions that benefit the industry as a whole.

Speak Up For Safety Submissions
38,937 since program inception
3,900 approximate annual average (2018–2022)
3,419 in 2022

Our Speak Up For Safety program and Safety Field Investigation processes help identify and investigate potential issues, while our Prevent Repeat Defects process captures lessons that will help us improve our standard procedures and prevent issues from recurring.

(Right) Preproduction model shown. Actual production model may vary. Model Year 2024 Chevrolet Equinox EV available Fall 2023.
Engineering Advanced Technologies and Features

In pursuit of a world with zero crashes, we provide foundational vehicle safety through crash performance, thoughtful reminders, technology to help avoid or mitigate crashes, and other safety innovations.

We are continually developing a pipeline of safety and driver assistance features, such as Rear Cross Traffic Braking\(^1\) and Automatic Emergency Braking (AEB),\(^2\) which can avoid or reduce the harm caused by striking the rear end of a vehicle ahead. Similarly, Lane Keep Assist with Lane Departure Warning\(^3\) uses a brief, gentle steering wheel turn to alert drivers when it detects they are unintentionally drifting out of their lane lines.

Road Safety In Collaboration With INRIX

GM Future Roads is a start-up through which we are harnessing aggregated and anonymized data insights to understand factors that can impact and reinforce safety outside of the vehicle to help keep all road users safe. Its first product, Safety View by GM Future Roads and INRIX, is a cloud-based data insights tool. It is designed to provide transportation planners and operations managers with insights to help improve road safety. It provides crash, vehicle, vulnerable road user (VRU), and U.S. Census datasets and analytical tools to deliver a holistic view that supports Vision Zero and the U.S. Department of Transportation’s Safe Streets and Roads for All.

Vehicle Safety: EV First Responder Training

With a human-first approach to safety, we expanded EV first responder training efforts in the United States and Canada. The latest training program is aimed at first and second responders and focuses on how to safely approach and address emergency situations involving EVs. The four-hour, in-person program provides information about EV technologies and best practices for safely interacting with electrified vehicles during an emergency response.

\(^1\) Safety or driver assistance features are no substitute for the driver’s responsibility to operate the vehicle in a safe manner. The driver should remain attentive to traffic, surroundings and road conditions at all times. Visibility, weather and road conditions may affect feature performance. Read the vehicle’s Owner’s Manual for more important feature limitations and information.

\(^2\) Safety or driver assistance features are no substitute for the driver’s responsibility to operate the vehicle in a safe manner. The driver should remain attentive to traffic, surroundings and road conditions at all times. Visibility, weather and road conditions may affect feature performance. Read the vehicle’s Owner’s Manual for more important feature limitations and information.

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Leveraging Renowned Research

We work with world-class research institutes to study how Advanced Driver Assistance Systems (ADAS) technologies are making a real-world difference on the path to a world with zero crashes. We collaborate with organizations such as VTTI, UMTRI, the Insurance Institute for Highway Safety (IIHS) and the Highway Loss Data Institute (HLDI). We utilize safety data from many sources, including crash data from the NHTSA. Following a landmark police report study initially published in 2019, GM and UMTRI continue to collect data, to analyze the performance and field effectiveness of a wide range of GM ADAS technologies as police report data becomes available.

Because a key purpose of ADAS is to alert the driver to potential crashes, we have conducted significant research to determine how best to communicate these alerts to the driver. For example, the GM-exclusive Safety Alert Seat, developed with research by the Netherlands Organisation for Applied Scientific Research, as well as with VTTI, can provide directional vibrations to help alert drivers of potential crash threats.

Effectiveness of ADAS

1. Front Pedestrian Braking* reduced frontal pedestrian crashes by 23%
2. Lane Keep Assist with Lane Departure Warning* reduced roadway departure crashes by 17%, and reduced such crashes with reported suspected minor injury or higher injury severities for anyone in the crash by 21%
3. IntelliBeam* or auto high beam highlighting, reduced a combined set of frontal animal, pedestrian and bicyclist crashes by 22%
4. Lane Change Alert with Side Blind Zone Alert* reduced lane change crashes by 16%
5. AEB* (or Forward Automatic Braking*) with Forward Collision Alert* reduced rear-end striking crashes by 41%, and reduced such crashes with reported suspected minor injury or higher severities for anyone in the crash by 55%
6. Reverse Automatic Braking* feature combined with Rear Vision Camera*, Rear Park Assist* and Rear Cross Traffic Alert* reduced backing crashes by 83%

Models Equipped With ADAS in the United States

- Forward Collision Alert
- Safety Alert Seat
- Lane Keep Assist With Lane Departure Warning
- HD Surround Vision
- Rear Cross Traffic Alert
- Adaptive Cruise Control
- Front Pedestrian Braking
- Enhanced Automatic Emergency Braking or Automatic Emergency Braking
- Lane Change Alert With Side Blind Zone Alert or Side Blind Zone Alert

52 Safety or driver assistance features are no substitute for the driver’s responsibility to operate the vehicle in a safe manner. The driver must remain attentive to traffic, surroundings and road conditions at all times. Visibility, weather and road conditions may affect feature performance. Read the vehicle’s Owner’s Manual for more important feature limitations and information.

53 Number of models with these technologies available or as standard equipment out of 35 models: 2023 Model Year – Buick, Cadillac, Chevrolet and GMC models available in the United States. Excludes commercial vehicles.
Education and Advocacy

We recognize the need to keep building public awareness of road safety risks by promoting safe driving behaviors. We invest in nonprofit relationships and initiatives to promote good behaviors such as seat belt use and educate on the dangers of impaired and distracted driving. Our current relationships and initiatives include:

GM have provided competitive grants to seven states and they are currently implementing recommendations in the report. GHSA and Highway Safety Offices (SHSOs) and their partners can implement Child Passenger Safety Technicians and volunteer to support families in need. In addition, 31 GM employees are certified for proper installation and 792,000 car seats have been provided heatstroke. More than 2.3 million car seats have been inspected and caregivers, including around protecting young children from

OnStar Safety Innovation

OnStar is available to over 21 million connected vehicles globally through subscription-based and complimentary services. It is also available through the OnStar Guardian mobile app, available throughout North America. Launched in 2020, OnStar Guardian allows members, and up to seven of their family members and friends, access to key OnStar safety services from their compatible mobile devices, whether they are at home, out walking or traveling in any vehicle.

In late 2021, we expanded the service to include the OnStar Guardian skill for Amazon Alexa in the United States. Now fully launched, the skill enables customers to communicate with OnStar Emergency-Certified Advisors 24/7 by simply saying, “Alexa, call for help,” to any compatible Alexa-enabled smart speakers. In 2022, we added Guardian Motorcycle Crash Response using a customized version of our algorithm.

We work in collaboration with RapidDeploy, a public safety technology company working to accelerate Next Generation 911, to supply 911 centers statewide with real-time Automatic Crash response notifications in California, Arizona, Tennessee and Texas. Certified emergency OnStar advisors coordinate with the appropriate 911 center for rescue and response. The advisors can relieve pressure on emergency call centers by triaging situations and providing verbal medical instructions through the vehicle speakers while responders are on en route.

Injury Severity Prediction (ISP) is a feature included with OnStar’s Automatic Crash Response service for subscribers in the United States and Canada. ISP predicts the likelihood of severe injury to vehicle occupants in a motor vehicle crash by using certain vehicle-generated crash data and other information. This is shared with public safety dispatch for first responders to mobilize the right type of support.

Additionally, Super Cruise® driver assistance technology is regularly updated via vehicle software updates. Super Cruise functionality is enabled by an OnStar data connection for real-time, precise positioning, periodic Super Cruise map updates and access to an OnStar Emergency-Certified Advisor.

Incorporating Safety Into Electric Vehicles

Our dedicated High-Voltage Battery Safety Team works to protect the EV battery in a crash, similar to the protection of fuel systems in ICE-powered vehicles. Our batteries are packaged below the seating area and designed as an integral part of the vehicle structure safety cage. We assess the crash performance of a high-voltage battery system, and our vehicles are designed to shut down and isolate the electrical system in the event of a crash or flood to avoid the risk of electrical shock. We play a key role in leading standards committees on battery safety through organizations like the Society of Automotive Engineers International.

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“...we have supported nonprofits with grants that focus on improving vehicle and road safety, from decreasing driver distraction to teaching mature drivers how to use new vehicle technology.”

Alexis Brandl
Manager, Corporate Grantmaking

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54 OnStar plan, working electrical system, cell reception and GPS signal required. OnStar links to emergency services. Not all vehicles may transmit all crash data. See onstar.com for details and limitations.

55 To operate Super Cruise, an active and eligible OnStar Connected Services plan is required.
Workplace Safety

Our workplace safety vision is to “Live values that return people home safely. Every person. Every site. Every day.” This vision is guided by our Global Workplace Safety Policy, which applies to everyone working at our sites.

Safety Governance
Workplace safety is governed at the highest levels of the company through monthly operating reviews with global functional senior leaders, including the CEO, and through the Global Safety Leadership Council (GSLC), which comprises more than 20 senior global leaders.

Workplace safety risks and control initiatives are reviewed on an annual basis, and updates are provided to the Board’s Risk and Cybersecurity Committee. Workplace safety reviews are also a part of every meeting of the full Board.

Global Workplace Safety (GWS) Strategy
Our comprehensive GWS strategy highlights Culture, Knowledge, Systems, Data-Driven Decisions and Risk Mitigation. These five key focus dimensions enable us to achieve our vision as we aspire to zero injuries and fatalities. We have a three-year plan for each of these dimensions, refreshed annually with new initiatives to help us continuously improve.

Our Safety Culture
We strive for a culture where each person decides to keep themselves and their team members safe—“People First, Task Second.”

To help create mindsets where people consider safety and health in all that we do, senior leaders use a process called Safety and Health In Everyday Leadership Discussions (SHIELD) in meetings. Senior leaders ask probing questions within agenda topics to help create awareness and understanding of potential safety impacts. Using the SHIELD process has increased safety engagement during meetings and in overall decision making. Our Employee Safety Concern Process also provides a structure for employees to report potential safety issues.

The Manufacturing Leadership Team is focused on improving the effectiveness of High-Risk Global Performance Standards, which address pedestrian and vehicle interaction, electrical safe work practices, lockout energy control and fall protection practices. This effort has been expanded at the site level by developing high-risk performance standard teams led by site staff members and engaging all sites across the globe to accelerate safety culture improvements.

In 2022, we continued to incorporate leadership levers—listen, empathize, collaborate, lean-in, build trust—to drive safety culture change, conduct site safety culture assessments and deliver personalized one-on-one coaching to leaders in targeted sites.

Knowledge: Hazard and Risk Identification
We aim for every person, at every site, to be able to recognize hazards, understand risk levels and feel empowered to address safety concerns.

We deliver training on topics that impact potential serious injuries or fatalities (SIF) in interactive, conversational forums. We openly discuss overconfidence, normalization of deviance and other biases which often lead to perceptual distortion and poor judgment. This helps employees recognize situations where they may inadvertently putting themselves or others in harm’s way.

Global Safety Week
Global Safety Week is about celebrating GM’s commitment to safety. Participation is companywide, and in 2022 the GM China Campus in Shanghai once again supported GM’s annual tradition. At the opening ceremony, 13 GM China Safety Heroes were recognized for their behaviors, efforts, contributions and actions in regard to safety.

Throughout the week, special activities were organized for employees, executives and GM China Advanced Technical Center team members to refresh their knowledge of safety and remind everyone to focus on safety.
Introduction

Strategy

Innovation

Environment

Social

Governance

Systems: Workplace Safety Systems

Our global safety management system, Workplace Safety System (WSS), drives continuous improvement across all five global workplace safety dimensions: Culture, Knowledge, Systems, Data-Driven Decisions and Risk Mitigation. It is aligned with our continuous improvement philosophy and internationally recognized standards such as International Organization for Standardization (ISO) 45001.

WSS includes a set of tools designed to drive continuous improvement through the Plan-Do-Check-Act (PDCA) cycle. The system has five components across the PDCA cycle: Policy, Risk Identification & Control, Operation, Process Validation and Leadership Review. We use global procedures, performance and technical standards to reinforce our goals, objectives and behavioral expectations for safety. These are based on recognized international standards such as ISO, Occupational Health & Safety Administration (OSHA) and American National Standards Institute (ANSI) and are mandatory for all GM operating units.

Our governance process for WSS includes annual site self-assessments, validations conducted by global or regional safety teams, and independent internal safety audits conducted by GM Audit Services, providing oversight to the Board.

In 2022, our sites continued to enhance WSS and created high-risk performance standards teams to accelerate safety culture improvements.

Data-Driven Decisions

We use a data management system to report, collect and analyze all safety information, including incident reports, audit findings, inspections, corrective actions and risk mitigation data. This data provides us accessible insights that promote effective, data-driven decisions.

Any loss of life or serious injury in the workplace is unacceptable. Our target is zero, so that every person who enters a GM facility leaves safe and unharmed. We have a robust prevention program developed to promote the reporting and control of events that could result in severe harm or a fatality. Through it, we identify critical activities and develop global performance standards with mandatory safety controls.

In 2021, we introduced a SIF hierarchy of control (HOC) metric that is intended to focus our corrective actions on controls that have a higher level of effectiveness when compared to others. Engineering, substitution and elimination controls are much more effective at preventing recurrence of incidents than applying personal protective equipment (PPE) or administrative actions. We set a goal for 25% of our SIF actual or SIF potential events to have at least one corrective action aimed at engineering controls or above. We exceeded this goal by achieving corrective actions at this level for 39.7% of our SIF incidents.

Risk Mitigation

We aspire to do business with companies and contractors that share our commitment to safety. In 2022, the majority of SIF events at GM sites involved contract labor. We work to provide contractors and temporary employees the necessary training to prevent safety occurrences and build a culture of safety while emphasizing contractor oversight. Our Safety Contract Management calibration method includes a series of assessments to measure contractors’ engagement with our safety culture. We have also expanded our attention to supplier prescreening and on-site safety culture validation processes.

Our EV Occupational Safety Team is continuing to assess opportunities, enhance mitigation plans and improve standards to keep employees safe across the company as our technology, facilities and work environments change. Comprised of around 30 subject matter experts from across the business, the group uses research, benchmarking and networking to create standards and training that support a safe work environment for people exposed to battery packs and EV manufacturing.
**Global Workplace Safety Performance**

**Lost Workday Case Rate** (GM Employees)

<table>
<thead>
<tr>
<th>Year</th>
<th>Lost Workday Case Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>3.05</td>
</tr>
<tr>
<td>2019</td>
<td>2.85</td>
</tr>
<tr>
<td>2020</td>
<td>1.40</td>
</tr>
<tr>
<td>2021</td>
<td>2.28</td>
</tr>
<tr>
<td>2022</td>
<td>1.96</td>
</tr>
</tbody>
</table>

Number of lost workday injuries and illnesses per 1,000,000 work hours. This key performance indicator focuses on those injuries and illnesses that resulted in employees and contract labor losing days from work. This helps us identify areas and processes where we should center our focus to improve our safety controls.

**Lost Workday Case Rate** (Contractors)

<table>
<thead>
<tr>
<th>Year</th>
<th>Lost Workday Case Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>0.25</td>
</tr>
<tr>
<td>2019</td>
<td>0.30</td>
</tr>
<tr>
<td>2020</td>
<td>0.25</td>
</tr>
<tr>
<td>2021</td>
<td>0.33</td>
</tr>
<tr>
<td>2022</td>
<td>0.37</td>
</tr>
</tbody>
</table>

Number of lost workday injuries and illnesses per 1,000,000 work hours. This key performance indicator focuses on those injuries and illnesses that resulted in contractors losing days from work. This helps us identify areas and processes where we should center our focus to improve our safety controls.

**Recordable Incident Rate** (GM Employees, Contracted Workers and Contractors)

<table>
<thead>
<tr>
<th>Year</th>
<th>Recordable Incident Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>6.80</td>
</tr>
<tr>
<td>2019</td>
<td>6.20</td>
</tr>
<tr>
<td>2020</td>
<td>6.45</td>
</tr>
<tr>
<td>2021</td>
<td>6.84</td>
</tr>
<tr>
<td>2022</td>
<td>6.67</td>
</tr>
</tbody>
</table>

Number of incidents that resulted in injuries or illnesses that required medical treatment beyond simple first aid treatment per 1,000,000 work hours. This metric helps to identify hazards, eliminate risks and drive reporting for all incidents so that we can identify and assess areas for improvement.

**Global Calls to Action Closed on Time**

<table>
<thead>
<tr>
<th>Year</th>
<th>Global Calls to Action Closed on Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>99.9%</td>
</tr>
<tr>
<td>2019</td>
<td>98.8%</td>
</tr>
<tr>
<td>2020</td>
<td>99.9%</td>
</tr>
<tr>
<td>2021</td>
<td>99.7%</td>
</tr>
<tr>
<td>2022</td>
<td>100%</td>
</tr>
</tbody>
</table>

Percent of Global Calls to Action closed on time. A Global Call to Action is a list of lessons learned and required corrective actions to be performed by each GM site globally in response to serious incidents that occurred on any GM site.

**Fatalities** (GM Employees, Contracted Workers and Contractors)

<table>
<thead>
<tr>
<th>Year</th>
<th>Fatalities</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>0</td>
</tr>
<tr>
<td>2019</td>
<td>0</td>
</tr>
<tr>
<td>2020</td>
<td>1</td>
</tr>
<tr>
<td>2021</td>
<td>2</td>
</tr>
<tr>
<td>2022</td>
<td>0</td>
</tr>
</tbody>
</table>

A work-related incident resulting in death. Our target is zero, so that every person who enters a GM facility leaves safe and unharmed.

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56 Lost workday case rate is defined as an incident that resulted in an injury or illness that required a worker to be away from work for one full work day or more after the date of injury.
Human Rights

We are committed to transparently upholding and respecting human rights.

GM’s approach to human rights is informed by our understanding of our potentially salient issues (See Human Rights Due Diligence) and grounded in our companywide commitments, which include expectations for our suppliers.

In 2022, we began creating a roadmap of specific steps for continuing to operationalize our commitments. Using expert guidance, our cross-functional team identified strategic priorities and focus areas, and has begun creating detailed action plans that will enable us to achieve our objectives, integrate robust processes across the business and achieve meaningful outcomes for people.

The Human Rights Policy includes a commitment to respect all internationally recognized human rights and sets out our expectations on topics including ethical recruitment practices, diversity, anti-harassment, prohibition of unlawful discrimination, support of women’s rights and equal pay, individual privacy, reporting and non-retaliation policies. It also describes our commitment to respect the rights of human rights defenders and people who may be particularly vulnerable.

Through our Supplier Code of Conduct, Anti-Slavery and Human Trafficking Statement, Responsible Minerals Sourcing Policy, and Conflict Minerals Policy, we set out our expectation that our suppliers and business partners make their own commitments to human rights to human rights, including to the ILO’s Core Conventions against forced labor, child labor, discrimination and harassment, and protecting freedom of association and the right to collective bargaining. In accordance with our Supplier Code of Conduct, suppliers should cascade similar expectations through their own supply chains.

“Respecting human rights is a responsibility to which we have committed. And as we transition to an all-electric future, we continuously review our processes to ensure that we have the right policies in place to identify, prevent, mitigate and remediate potential impacts.”

Claudya Arana Sanchez
Global Sustainability Strategies & ESG Disclosures Manager
Governance and Management

Human rights is an important issue addressed both by the Board and cross-functionally across the company. The Board provides regular oversight of human rights-related issues and topics, including routine workplace safety reviews, and addresses human capital management and supply chain matters as needed. The Board also considers human rights expertise as part of its annual environmental, social and governance (ESG) self-evaluation to ensure it has the requisite skills and expertise to oversee our ESG opportunities, priorities and risks.

As outlined in its charter, the Board’s Governance and Corporate Responsibility Committee (GCRC) has primary oversight responsibility for human rights and conducts reviews of GM’s human rights practices, including responsible sourcing practices. The GCRC also oversees the development of ESG initiatives, strategies, policies, and sustainability and corporate responsibility practices that may have a significant impact on the company.

GM’s chief sustainability officer (CSO) is the executive in charge of our Human Rights Policy, supporting its implementation and regularly considering potential updates. Human rights-related responsibilities are distributed across GM, with senior leaders being accountable for setting strategy and overseeing day-to-day management of human rights matters related to their areas of focus.

Communicating Our Commitments

We aim to have our entire global workforce understand our human rights commitments and be aware of our Human Rights Policy. To achieve this, we developed our global communications strategy, which uses GM’s internal company site, announcement and discussion platform, ERGs, location-specific social media channels and local leadership teams. The Human Rights Policy is available in nine languages, reflecting our primary operating regions, to promote ease of access and understanding.

Human Rights Due Diligence

Identifying Potential Impacts

To effectively prevent and mitigate potential impacts to people, the United Nations Guiding Principles defines how to identify what those potential impacts could be and prioritize them in a process known as a human rights saliency assessment.

Saliency Assessment Process

1. Evaluate

Consider, through a cross-functional workshop, severity and likelihood of potential impacts to people across our value chain

2. Validate

Develop and refine potentially salient human rights impacts with internal and external stakeholders

3. Act

Act – Prevent, mitigate and remediate potential human rights impacts to which we may contribute, as detailed in our Human Rights Policy

In 2021, as part of our saliency assessment process, we conducted desktop research, reviewed industry analyses and connected with external stakeholders. We also held a series of interactive internal capacity-building and exploratory workshops with leaders from across the business and geographic footprint to identify and prioritize potential human rights-related impacts.

In workshops with a cross-functional working group, we looked at our value chain, and considered potential impacts to people throughout it and the severity and likelihood of each potential impact. Through this process, we derived an initial set of prioritized potential impacts.

Nearly all of the potential impacts we identified are systemic and not limited to GM or even the automotive industry. Nevertheless, we take seriously our responsibility to work to identify, prevent, mitigate and remediate potential human rights impacts to which we may contribute, as detailed in our Human Rights Policy.

We see the saliency assessment process as an ongoing exercise with potential impacts and prioritization that will likely change over time.
Preventing and Mitigating Impacts

We work to recognize and address potential adverse impacts on people, and take steps to prevent, mitigate and, where necessary, remediate those impacts.

We rely on training as a tool to prevent human rights-related issues from arising, as well as robust reporting and internal review mechanisms to rapidly identify and respond to issues. Our aim is to achieve a best-in-class grievance mechanism. Our existing mechanisms include the GM Awareline, which is accessible at any time to everyone—including our suppliers’ stakeholders—to report concerns. Through our Supplier Code of Conduct, we expect suppliers to share information about the Awareline with their workers, or establish their own mechanism. See Reporting Concerns.

To bolster our supply chain due diligence processes, we partner with the Initiative for Responsible Mining Assurance to promote comprehensive third-party assessments and certifications, in addition to continuing to work closely with the Responsible Minerals Initiative. See Supply Chain.

We are also expanding our diligence efforts to gain more insight into whether suppliers are meeting our human rights expectations. In 2022, we launched a new platform to help educate and build supplier capacity around human rights and other critical sustainability areas. See Supply Chain.

Engagement. We also continued inviting Tier 1 suppliers to sign GM’s ESG Partnership Pledge, which focuses on commitments to environmental, social and governance topics, including labor and human rights, ethics and sustainable procurement. See Integrating Sustainability Into Our Supply Chain.

Engaging Stakeholders

Stakeholder engagement is an important aspect of our approach to human rights. Hearing directly from the people our business may impact is critical to the development of effective policy. These conversations build trust and provide invaluable opportunities to learn and to co-create potential solutions. See our Corporate Human Rights Benchmark Disclosure (section B.1.8) for more information.

Partnering to Address Human Rights

We help to advance human rights within and beyond our industry by engaging in a wide range of partnerships.

In 2022, we joined the Responsible Sourcing Coalition (RESCO), which aims to drive the mining value chain to go beyond risk management in its mineral sourcing work by connecting companies with Indigenous peoples and local communities. See Sourcing Strategic Raw Materials.

To strengthen our supply chain due diligence, we also joined the Responsible Business Alliance (RBA) in 2022. We use the RBA’s risk assessment and auditing tools to further our human rights monitoring efforts, including by identifying high-risk suppliers for whom we create corrective action plans to remediate risk.

Our Approach to Social Sustainability

In 2022, we recognized the need to promote alignment across the many teams at GM working on social sustainability. In response, we hosted a series of internal workshops and benchmarking exercises that fostered meaningful conversations about what leadership looks like. Those discussions helped create a common sense of ambition around our shared goals. In 2023, we aim to build on these efforts to establish buy-in around common aspirations and roadmaps across four key areas:

Human Rights

Protecting people through sustainable sourcing practices, robust processes that manage and avoid negative impacts and by strengthening standards in our supply chain.

Diversity, Equity and Inclusion

Accelerating GM’s cultural transformation by designing new entry points, removing barriers across the company and designing products with accessibility in mind.

Well-Being

Helping our employees thrive physically, emotionally and financially through holistic programs, while making customer well-being central to our product design.

Climate Action

Driving toward an all-electric future by training our workforce, creating new career paths, supporting diverse suppliers and helping community members develop new skills.
**Strong Supplier Relationships**

Our vision of a zero-emissions future relies on broad-scale commercialization of electric vehicles (EVs). That future depends on a supply chain that can provide the necessary components and materials, including advanced batteries and other technologies.

Our global supply chain spans thousands of businesses and is built on strong and trusted relationships. These relationships, managed by our Global Purchasing and Supply Chain (GPSC) organization, are critical for product quality, availability, affordability and sustainability. To become the customer of choice for suppliers, we strive to improve competitiveness, mitigate risks, improve quality and efficiency in our value streams, and help to address societal concerns.

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**GPSC Priority Wheel**

Our supply chain strategy flows from GPSC’s Priority Wheel, a set of customer-focused priorities that align with our supply chain objectives.

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**Supply Chain Scale & Scope**

- **$88.2B**
  
  approximate supply chain spend

- **16,000**
  
  approximate supplier count

**Local Sourcing as a Percentage of Regional Spend**

<table>
<thead>
<tr>
<th>Region</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>International and South America</td>
<td>74%</td>
</tr>
<tr>
<td>China</td>
<td>97%</td>
</tr>
<tr>
<td>North America</td>
<td>93%</td>
</tr>
</tbody>
</table>

57 Percentages are approximate. Local spend tracks local sourcing at a regional level (direct supply chain spend only).
Sourcing Strategic Raw Materials

We know the importance of a resilient and sustainable supply chain. This is especially relevant as we expand our EV portfolio, where improving visibility and traceability in the supply chain is critical.

To manufacture our EVs, we require cobalt, aluminum, battery-grade nickel and lithium, as well as other minerals and materials. Aluminum has both battery and nonbattery needs, such as aluminum sheets for body panels and ingots for foundry applications. We pursue responsibly sourced materials at strategic tiers of the supply chain and explore where investment and partnerships can yield benefits and untapped value.

We are developing battery technologies that maximize efficiency and performance while minimizing their environmental footprint. We are also engaging suppliers to identify socially responsible and low-carbon aluminum products that can be incorporated into our vehicles.

Battery Production and Supplier Agreements

To support an all-electric future, we have made critical investments to contractually secure all battery raw materials to support our goal of 1 million units of EV capacity in North America in 2025 (see Leveraging the Ultium Platform). We look for opportunities that align with our human rights and environmental objectives. In 2022, these included:

GM and Glencore announced a multiyear cobalt supply agreement, providing the foundation for a strategic collaboration for the future of decarbonizing energy consumption through EVs. Glencore is a member of the Responsible Minerals Initiative (RMI) and Glencore's Murrin Murrin operation in Australia conforms to the Organisation for Economic Co-operation and Development (OECD)-aligned Responsible Minerals Assurance Process.

We reached a long-term supply agreement with LG Chem in North America for cathode-active material (CAM), a key battery material that consists of components such as processed nickel, lithium and other materials. LG Chem plans to provide GM more than 950,000 tons of CAM over eight years, enough for approximately 5 million units of EV production.

In 2022, GM and POSCO FUTURE M, formerly POSCO Chemical, announced a joint venture, Ultium CAM. Together, we are building a CAM facility estimated at $400 million in Québec, Canada, creating approximately 200 jobs.

In 2022, GM and POSCO FUTURE M, formerly POSCO Chemical, announced a joint venture, Ultium CAM. Together, we are building a CAM facility estimated at $400 million in Québec, Canada, creating approximately 200 jobs.

In February 2023, GM agreed to invest $650 million in Lithium Americas, representing the largest-ever investment by an automaker in a company to produce battery raw materials. Lithium Americas is developing Thacker Pass, Nevada, which is the third-largest source of lithium in the world, and expects the extracted and processed lithium will support the production of up to 1 million EVs per year. Production is scheduled to start in the second half of 2026. GM will have exclusive access to the lithium from the first phase of the project and has the right of first offer on the second phase of the project.

In 2022, GM and POSCO FUTURE M, formerly POSCO Chemical, announced a joint venture, Ultium CAM. Together, we are building a CAM facility estimated at $400 million in Québec, Canada, creating approximately 200 jobs.
Responsibly Sourced Minerals

Many advanced technologies, including in our expanding range of EVs, may use minerals and materials potentially mined in conflict-affected and high-risk areas.

In 2022, we joined The Responsible Sourcing Coalition (RESCO), an initiative of the Development Partner Institute. RESCO connects companies, including mining businesses, with Indigenous peoples and local communities.

To identify and mitigate human rights risk, we conduct due diligence practices through our Responsible Materials Program and our Conflict Minerals Program, which are aligned with OECD guidance. In addition, RESCO membership provides us with opportunities to engage with potentially impacted communities deep into our supply chain and hear from stakeholders in structured, regular engagements.

In support of our due diligence efforts, we annually request all Tier I direct vehicle component suppliers with cobalt, mica or conflict mineral (tin, tungsten, tantalum and gold) product content to complete the corresponding reporting templates (Cobalt Reporting Template, Mica Reporting Template and the Conflict Minerals Reporting Template (CMRT)).

We use the CMRT to survey Tier I suppliers with products containing tin, tungsten, tantalum and gold (3TG) that were shipped to GM. In 2022, 100% of these suppliers were surveyed to gain visibility in the smelters or refiners (SORs) in our supply chain. We also surveyed approximately 2,700 3TG supplier locations for GM’s Conflict Minerals Program in 2022. We received responses from approximately 90% of those supplier locations.

The Responsible Minerals Initiative (RMI) validates that SORs pass the Responsible Minerals Assurance Process (RMAP) through a risk-based approach of processes for responsible mineral procurement.

RMI uses its ESG Standard for minerals processor auditing, which we see as a valuable tool to develop transparency and to perform additional due diligence within our supply chain. The ESG Standard marks an expansion of the RMI’s scope, going beyond the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. We support the RMI Smelter and Refiner Audit Fund, which helps offset the costs of ESG audits for SORs.

Since coordinated outreach can encourage RMAP participation among nonconforming smelters or refiners, we are active in the RMI and subgroups such as the Smelter Engagement Team, which enable direct engagement. In 2022, we sent communications to 46 3TG, 17 cobalt and two mica smelters, refiners or processors.

Supporting Supplier Communities

Through our RMI membership, in 2022 we provided support to the Pact Youth Apprenticeship Program (Pact) in the Democratic Republic of the Congo. Pact implements various programs in the Lualaba province to reduce child labor in mining, including community sensitization, positive parenting training, coordinating community stakeholders and strengthening civil society organizations.

Since 2017, Pact has assisted youth in the Kolwezi area to thrive in livelihoods alternative to mining by equipping them with vocational and business skills. Pact analyzes trade feasibility and profitability within a specific community, then identifies appropriate mentors based on character, experience, legal establishment and a local workshop. Adolescent miners aged 15–17 are then selected to undergo a six-month intensive apprenticeship in a trade.
Supply Chain Engagement

The GPSC Team advances how GM and our suppliers achieve mutual success by providing better product quality, cost and durability to our customers.

Engagement Programs

GM Supplier Business Council (SBC)

The GM SBC consists of key suppliers who meet throughout the year with our GPSC Leadership Team, led by GM’s vice president of GPSC. The SBC includes the Sustainability Sub-Council, comprising SBC and non-SBC members recognized for their work in sustainability, and a team of cross-functional GM employees. This group is the voice of our greater supply base on topics of sustainability.

GM Supplier Business Meetings

GM Supplier Business Meetings are held regularly throughout the year as a global webcast where key suppliers are invited to attend and where global topics are shared. Our Chair and CEO addresses this group annually.

GM SupplyPower

GM SupplyPower is an internet portal used to share information with suppliers, including sustainability event information, policies, guidelines, standards and reports, and best practices. In 2022, we added sustainability-related training programs that can help suppliers facilitate discussions within their organizations. In 2022, SupplyPower averaged 65,000 users.

Training Programs

We provide external training to support suppliers in the areas of environmental management, workplace conditions, sustainability, ethics and human rights. In 2022, we conducted supplier educational sessions, covering topics that included energy reduction, conflict mineral reporting template requirements and sustainable logistics.

In 2022, we also launched our Platform for ESG Educational Resources for Suppliers (PEERS), an eLearning platform with scenario-based learning that references specific challenges to sustainability. The platform offers webinars, content from Tier I suppliers that supports our supply base and other free resources.

In December 2022, we held our third annual Supplier Energy Symposium, with speakers from the U.S. Department of Energy’s (DOE) Better Plants program, Consumers Energy, Clean Energy Buyers Association (CEBA), Adient and Edison Energy.

Energy Treasure Hunts

In partnership with our suppliers, we conduct energy treasure hunts to drive energy- and water-reduction efforts at Tier I and Tier II supplier facilities. The program’s success is embedded in its collaborative framework, identifying potential energy reduction and financial savings opportunities at suppliers’ manufacturing facilities. Each project uses an iteratively developed tool for data collection and assessment. These treasure hunts collectively provided recommendations to save approximately 14,000 MWh of energy and 41,000 cubic meters of water, as well as eliminating 4,600 metric tons of CO2 emissions.\(^5\)

\(^5\) Supplier self-reported data.
Collaborating With Our Industry

We work closely with many industry- and supply chain-focused organizations, including the Automotive Industry Action Group (AIAG), in which we actively participate in the Responsible Materials Work Group, several of its subgroups and sit on the Corporate Responsibility Steering Committee. AIAG fosters dialogue and collaboration across the automotive industry related to conflict minerals and high-risk materials. GM also partnered with AIAG to provide training to employees and suppliers through Supply Chain Sustainability eLearning.

We are members of the RCS Global Better Mining Initiative and the Initiative for Responsible Mining Assurance (IRMA). IRMA advances responsible mining practice through a comprehensive set of standards and helps us conduct business with suppliers and partners whose standards and actions align with our own approach to integrity, responsible sourcing and supply chain management. It also fosters collaboration between companies to share best practices and drive transformation of the mining industry toward more responsible operations.

~400 GM employees in 2022 received AIAG’s Supply Chain Sustainability eLearning training, which highlights fundamental principles of responsible working conditions.

Key Industry Collaborations

- Automotive Industry Action Group
- Global Platform for Sustainable Natural Rubber
- Initiative for Responsible Mining Assurance
- International Automotive Task Force
- Responsible Business Alliance
- Responsible Minerals Initiative
- Responsible Sourcing Coalition
- Suppliers Partnership for the Environment
- Sustainable Purchasing Leadership Council

Sustainability in Logistics

GM participates in various freight sustainability programs, including the EPA’s SmartWay Partnership, which we have been a proud member of since 2013. In 2021, we increased our engagement with the SmartWay program by encouraging all our eligible logistics suppliers to join. As a result, in 2022 we received commitment from U.S. and Canadian carriers representing over 96% of our 2021 U.S. and Canadian truck and rail ton-miles. In addition, GM North America was listed as a SmartWay High Performer for shippers meeting the emissions and carrier selection criteria of the program. Through participation in Transporte Limpio, a freight efficiency program administered by Mexico’s Secretariat of Environment and Natural Resources, we are expanding freight efficiency efforts to include Mexican truck carriers.

Our GM Logistics Team aggressively evaluates our logistics network for optimization opportunities, studying methods for improving efficiency and emissions reduction through redesigning routes, changing modes and adjusting frequency. The integration of carbon calculation methodology allows for increased visibility of CO2 emissions when reviewing and considering various network scenarios.
Integrating Sustainability Into Our Supply Chain

We envision an all-electric future for everyone, extending beyond GM to include our suppliers. Their commitment is a critical component of our vision of a world with zero crashes, zero emissions and zero congestion.

The cross-functional GPSC Sustainability Team is leading efforts to integrate sustainability into all aspects of our supply chain, with particular focus on logistics, materials, packaging and supplier sustainability. Through our engagements, we aim to build strong supplier relationships. We also encourage suppliers to identify emissions reduction opportunities with bold goals and aggressive timelines.

In 2022, we continued inviting Tier I suppliers to sign GM’s ESG Partnership Pledge. This pledge holistically embraces sustainability and asks our suppliers to:

- Commit to carbon neutrality for their Scope 1 and Scope 2 emissions relevant to products or services they provide us
- Achieve or exceed a minimum EcoVadis score of 50% by 2025 in the areas of Labor and Human Rights, Ethics and Sustainable Procurement

By the end of 2022, 68% of our direct suppliers, by budgeted annual purchase value, had committed to the Pledge.

Timeline to Achieve Aspirational Carbon Neutrality by Supplier Category

<table>
<thead>
<tr>
<th>Year</th>
<th>Supplier Category</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>2025</td>
<td>Professional Services</td>
<td>By 2025 or sooner</td>
</tr>
<tr>
<td>2025</td>
<td>Manufacturing</td>
<td>By 2035 or sooner</td>
</tr>
<tr>
<td>2025</td>
<td>Raw Materials and Logistics</td>
<td>By 2038 or sooner</td>
</tr>
<tr>
<td>2035</td>
<td>Professional Services</td>
<td>Suppliers working predominantly in offices providing software or nonmaterial goods</td>
</tr>
<tr>
<td>2035</td>
<td>Manufacturing</td>
<td>Suppliers providing vehicle components and purchased equipment</td>
</tr>
<tr>
<td>2035</td>
<td>Raw Materials and Logistics</td>
<td>Suppliers in carbon-intensive industries providing raw materials or primary resources and freight and transportation providers</td>
</tr>
<tr>
<td>2038</td>
<td>Professional Services</td>
<td></td>
</tr>
<tr>
<td>2038</td>
<td>Manufacturing</td>
<td></td>
</tr>
<tr>
<td>2038</td>
<td>Raw Materials and Logistics</td>
<td></td>
</tr>
</tbody>
</table>

59. Applies to products and services produced for GM.
GM’s Supplier Sustainability Goals Framework enables us to assess sustainability within our Tier I supplier community, including Strategic Supplier Engagement (SSE) and key indirect and logistic suppliers. Additionally, it creates a pathway for GM suppliers to take increasingly bold steps toward a more sustainable future.

Our GM ESG Partnership Pledge Guide and Supplier Sustainability Goals Framework for our Tier I suppliers communicate our supply chain goals, priorities and processes. Our Framework includes increasing levels of engagement from our suppliers with four distinct levels: compliance, commitment, growth and leadership. The framework allows for supplier-specific goals based on their priority assessments.

In 2022, we launched an enhanced packaging feature within our Online Collaboration Tool (OLCT), designed to drive our goal to have 100% returnable, viably recyclable, reusable or compostable packaging by 2030 (see Circular Economy) by helping our suppliers to quantify the impact of packaging. The new OLCT Environmental Sustainability module asks our suppliers questions about the recyclability and sourcing of their packaging materials.

### GM Supplier Sustainability Goals Framework

<table>
<thead>
<tr>
<th>Level</th>
<th>Level 0 – Compliance</th>
<th>Level 1 – Commitment</th>
<th>Level 2 – Growth</th>
<th>Level 3 – Leadership</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>GM's baseline requirements for our own suppliers</td>
<td>Making sustainability a priority, creating alignment, setting goals and achieving results</td>
<td>Furthering commitment while expanding sustainability into one's supply chain</td>
<td>A true accomplishment, recognizing a supplier as a pacesetter in sustainability</td>
</tr>
</tbody>
</table>

#### All Tier I Suppliers

- Terms and Conditions
- Supplier Code of Conduct
- Priority assessment
- Goals across the ESG pillars (relevant, impactful, transparent, improving, linked to United Nations Sustainable Development Goal (UN SDG))
- ≥ 4% year-over-year absolute CO2 reduction (Scope 1 & 2)
- Sustainable procurement program
- Supplier to cascade goals into own supply base
- Minimum ratings (CDP, EcoVadis)

#### Enrolled Suppliers*

- Score in EcoVadis
- CDP participation
- Industry specific participation (e.g., GPSNR)
- ≥ 3% year-over-year absolute CO2 reduction (Scope 1 & 2)
- Actively support GM's commitment to sustainable materials and packaging
- Strong social sustainability commitment

* Initially, Strategic Supplier Engagement (SSE) suppliers, key indirect and key logistics suppliers will be eligible to become enrolled suppliers.

Industry leader:
- Leading innovator
- Ambitious targets (Scope 1, 2 & 3, SBTi, Zero Waste)
- Proactive actions
- Life cycle assessment (full)
Assessing Performance

We use the EcoVadis platform to assess supplier management systems to support environment, labor and human rights, ethics and sustainable procurement. See Supply Chain Compliance.

By the end of 2022, approximately 90% of our direct suppliers, by budgeted annual purchase value, had enrolled in the EcoVadis platform. The average score of all GM’s rated suppliers is approximately 51 out of 100.

CDP Supply Chain Initiative

We have participated in the CDP supply chain survey since 2013 and have collaborated with CDP and our suppliers to accelerate environmental action.

All our direct material strategic suppliers are invited to complete the CDP Climate Change and Water Security surveys, in addition to a subset of indirect suppliers and our top strategic logistics suppliers. In 2022, direct suppliers representing 90% of our budgeted annual purchase value participated in CDP.

We reached a response rate of over 84% in 2022 among in-scope SSE and key logistic suppliers with the Climate Change survey. We are now aiming to increase participation beyond our targeted and strategic suppliers.

CDP Supply Chain Response

<table>
<thead>
<tr>
<th>Climate Response</th>
<th>Water Response</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>84%</strong> response rate from enrolled suppliers</td>
<td><strong>69%</strong> response rate from enrolled suppliers</td>
</tr>
<tr>
<td><strong>$1.6B</strong> estimated annual monetary savings from emissions reductions</td>
<td><strong>78%</strong> reporting active targets and/or goals</td>
</tr>
<tr>
<td><strong>55%</strong> of suppliers engaging their own suppliers</td>
<td><strong>52%</strong> reporting any water-related policy</td>
</tr>
<tr>
<td><strong>35M</strong> (metric tons) estimated annual CO2e savings</td>
<td><strong>59%</strong> reporting water accounting</td>
</tr>
</tbody>
</table>

Data obtained from CDP.
Supply Chain Compliance

We have high expectations of sustainable and ethical conduct of suppliers, who are expected to act consistent with our integrity, principles and values.

We are committed to upholding human rights across our network of suppliers and have several policies in place, including our Human Rights Policy, Conflict Minerals Policy and Responsible Minerals Sourcing Policy. When sourcing, we review criteria including meeting conflict mineral reporting requirements, CDP participation and EcoVadis scores when available.

The EcoVadis assessment includes evaluation of a company’s policies and practices related to numerous significant human rights-related issues as reported by the company, such as working conditions, child labor, forced labor, human trafficking, diversity, discrimination, harassment, health and safety, and social dialogue.

We ask that suppliers participate in the EcoVadis platform in connection with their request for quotes. As of March 2023, over 900 GM suppliers have participated, including more than 200 SSE suppliers.

The GPSC Ethical Sourcing Team identifies suppliers below our minimum EcoVadis scores for Ethics and Labor and Human Rights categories and engages with them to implement corrective measures. We also have a risk remediation process for suppliers identified as nonconformant. Learn more in section B.1.6 of our 2021 CHRB Disclosure.

When we become aware of violations or alleged violations of our Supplier Code of Conduct, we respond swiftly and appropriately, up to and including the termination of business relationships. We conduct annual supplier self-verification surveys to validate adherence to the Supplier Code of Conduct and contractual obligations. Supplier responses to the survey are reviewed and, if required, escalated to remediate risk and noncompliance. We directly address any noncompliance disclosed in surveys or otherwise identified with suppliers.

Approximately 3,500 suppliers participated in self-verification compliance surveys in 2022.

86% of approximately 4,000 supplier locations are third-party certified to the IATF 16949 Quality Standard. GM Tier I suppliers must be compliant with IATF 16949 Quality Standards, which require responsible supply chain practices as well as policies on employee code of conduct, anti-bribery and ethics escalation policy (“whistle-blowing”). Learn more in Human Rights.

“Our strive to align GM’s business endeavors with our ESG goals. When these goals and values are shared across the supply base, it makes a difference in communities and the environment through supply chain tiers.”

Maryellen Salliotte  
Social Responsibility Supervisor, GPSC Ethical Sourcing Team

Our Supplier Code of Conduct and purchase contract Terms and Conditions set out our approach to ethical practices. This includes our prohibition of child labor or any other form of forced or involuntary labor, abusive treatment of employees or corrupt business practices.

We aim to remedy supplier nonconformance to our policies and Supplier Code of Conduct. If we cannot mitigate the risk, we re-evaluate the business relationship.

Our expectations also include compliance related to data protection and privacy, wages, hours and conditions of employment, subcontractor selection, antidiscrimination, and occupational health and safety. We also expect suppliers to cascade these or similar requirements to their own value chain.

In 2022, we updated our Supplier Code of Conduct to include:

• More detailed expectations regarding labor and human rights, health and safety, environmental practices and business integrity

• Updated expectations regarding treatment of human rights defenders, due diligence requirements for responsible sourcing, respect of land rights, implementing grievance mechanisms and appropriate internal management systems

• Closer alignment with GM’s Human Rights Policy, Conflict Minerals Policy, Responsible Minerals Sourcing Policy and ESG Partnership Pledge

“We strive to align GM’s business endeavors with our ESG goals. When these goals and values are shared across the supply base, it makes a difference in communities and the environment through supply chain tiers.”

Maryellen Salliotte  
Social Responsibility Supervisor, GPSC Ethical Sourcing Team
Supply Chain Disruption

Supply chain visibility is key to proactively identifying and mitigating sustainability risk and impacts.

Our in-house supply chain visibility tool integrates GM plants, Tier I, II and III suppliers, and logistics nodes to map geographic locations and relationships across our global supply chain. The tool also constantly maps and monitors supply chain disruptions and potential human rights issues worldwide, including those affecting members of our supply chain.

Through our monitoring process, we can identify suppliers potentially involved in human rights events and, with our Supply Chain Risk Management Team, notify appropriate GM Global Supply Chain Crisis Response Teams. These teams work cross-functionally with Tier I suppliers and our functional Purchasing, Logistics and Engineering Teams to mitigate potential human rights or sustainability risks. In addition, our internal teams determine ESG risks for each commodity and communicate ESG trends throughout the purchasing organization.

How We Monitor and Manage Supply Chain Risks

1. Use innovative tools and real-time data analysis to monitor catastrophic events (e.g., earthquake, hurricane) and isolated disruptions (e.g., factory fire, labor strike)
2. Report all potential impacts to regional command center
3. Receive information on suppliers and supply chain tiers through third-party services
4. Factor risk scores into sourcing process
5. Develop mitigation plan for high-risk areas
Supporting Diverse Suppliers

GM continues to build upon our legacy of leadership by helping diverse suppliers advance.

In 1968, we became the first OEM to establish a formal supplier diversity program. To support diverse suppliers, we contribute to many community initiatives, aligning our actions with our vision.

For over a decade, we have attracted thousands of attendees to our annual Supplier Connections event to strengthen existing relationships, enhance our business acumen and identify new sourcing opportunities. Despite the impact of COVID-19, we supported advocacy partners, such as the National Minority Supplier Development Council, in preparing, positioning and propelling minority business owners to the next level of achievement during a challenging time.

In 2022, we invested over $123,000 in technical assistance programs, reaching more than 47 diverse businesses through key collaborations.

Learn more about GM’s Diversity, Equity and Inclusion program.

Recognition for Our Work in 2022

- **Inducted**: Into the Hall of Fame by the Women’s Business Enterprise National Council (WBENC)
- **Recognized**: As the Forefront 50: Top Corporations for Minority Business by the National Minority Supplier Development Council (NMSDC)
- **Nominated**: for Corporation of the Year by Michigan Minority Supplier Diversity Council (MMSDC)
- **Received**: Excellence in Supplier Diversity Award from Great Lakes Women’s Business Council (GLWBC)

GM is an active member of the Billion Dollar Roundtable (BDR) and joined as a charter member in 2001. The BDR was created to recognize and celebrate corporations that achieve spending of at least $1 billion annually with diverse-owned companies and promotes and shares best practices in supply chain diversity excellence through policy papers, webinars and summits. As a corporate member, GM aims to drive supplier diversity excellence through best practice sharing and thought leadership.

$4.4B approximate spend with North America diverse Tier I suppliers

$2.5B approximate spend with North America diverse Tier II suppliers

“We are helping strengthen economic prosperity with diverse suppliers by utilizing certifying bodies, so that more diverse businesses run by women and those from minority groups can work with GM.”

Pollyette Lenear
Supplier Diversity Program Manager, Supplier Engagement

“GM is committed to building a culture and team that looks like the communities we serve. We are building bridges that connect people. Buying from small, local and diverse businesses changes lives. This builds economic wealth and empowerment in our communities.”

Tamara Hicks
Assistant Director, Supplier Engagement

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61 United States and Canada spend only.
62 Tier II spend is self-reported by suppliers.
Supplier Diversity EV Immersion Symposium

In October 2022, we invited our 50 largest diverse suppliers, potential suppliers and relevant nonprofits to Warren, Michigan, for our Supplier Diversity EV Immersion Symposium. Designed to give diverse suppliers insights into our industry’s future, the event also helped business leaders learn how to align on a shared strategy for long-term sustainability as a GM supplier. Sessions showcased GM’s new EV technologies and programs and considered how diverse suppliers can remain competitive in any economic environment.

Diverse Media Suppliers

In the United States and Canada, GM approaches diverse media relationships through our stated action plan, using diverse media to enable engagement, economic empowerment and sustainable growth. The action plan is realized through five components:

**Strengthened Commitment**

- Increased Diverse Media Spend: In 2022, GM achieved our goal of investing 10% of our total annual media spend in diverse-owned and -targeted media, and we expect to maintain this performance in 2023.

**Deeper Engagements**

- Diverse-Owned Media Summit: GM hosted our second Diverse-Owned Media Summit in May 2022, attracting over 300 individuals and demonstrating our commitment to building relationships through communication and collaboration. During the Summit, we announced our partnership with the Michigan Minority Supplier Development Council (MMSDC) to sponsor Minority Business Enterprise certification and recertification of summit participants.
- Vendor Profile Analysis: We encouraged diverse suppliers to submit an overview of their business to help us understand areas of opportunity for collaboration.
- Quarterly Series: In 2022, we introduced a learning series designed to aid in continuous dialogue, information sharing and inspiration for diverse supplier owners.

**Sustainable Growth**

- Diverse Marketing Incubator Fund: GM is allocating $50 million over 10 years to support and scale diverse marketing companies. This investment is to support sustainable growth and is incremental to GM’s media spend. The initiative is expected to foster equitable representation of media and marketing partners through three strategic pillars of business development, analytical capability and innovative creative marketing.

**Increased Flexibility**

- Revisited Payment Terms: GM was an early adopter to shorten payment terms and offer greater flexibility to our diverse-owned marketing companies, modifying our standard payment terms and reducing payment timing from 60 days to 30 days. This underscores our priority to create a win-win for diverse media companies and GM.

**Expanded Opportunities**

- Prospective Partnering Analysis: We expect our media buying agencies to follow a multifactor analysis for selecting diverse media. The analysis requires criteria for assessing capabilities, reach and analytics, and is expected to drive more opportunity for diverse media.
- Diverse Owned Media Hub: We host a dedicated space, launched by GM, for the sharing of content, thought-leadership, programming and dialogue to promote and support engagement, empowerment and growth for diverse media.

**We achieved our goal of investing 10% of our total annual media spend in diverse-owned and -targeted media in 2022**
Supporting Communities

Our vision is of a world with zero crashes, zero emissions and zero congestion, and our Corporate Giving Strategy is designed to support this vision.

We create jobs and support local economies to advance social progress in the communities where we live and work. Our philanthropic focus is on investments that put people at the center. Learn more about our Corporate Giving Strategy.

In 2022, we provided $60 million in grants to more than 400 U.S.-based nonprofits to help create inclusive solutions to social issues. This funding is anticipated to impact over 7 million individuals.

See our 2022 Corporate Giving Report for details.

International Giving Program

In 2022, GM launched an international giving program to direct over $1 million in philanthropic funds to five global regions: Canada, China, Egypt, Mexico and South America. Each region selected nongovernmental organizations (NGOs) within GM’s focus areas to support. In total, we supported seven organizations and anticipate that around 3,200 people will be positively impacted.

“I feel fortunate that through STEM and climate initiatives, we can teach students—our future engineers—about the environmental and technological advances we will need for a more sustainable future.”

Samantha Sugiyama
Manager, Corporate Grantmaking
### Climate Fund

We are broadening our social impact by helping to create a zero-emissions future by working with our peers and others to amplify our impact. Our $50 million Climate Fund, launched in 2021, helps community-based organizations innovate and include their customers in the transition to EVs and other sustainable technology.

Grants provided by the fund align with GM’s three climate-focused social outcomes:

- Access to sustainable jobs
- Access to more sustainable transportation
- Community climate action

### Program Highlights

#### Tackling Unequal Impacts with the National Wildlife Federation

In 2022, we partnered with the National Wildlife Federation as a founding member of the new Climate Equity Collaborative, an initiative focused on addressing the disproportionate impacts of climate change on vulnerable communities and youth. The Collaborative will engage with people from these communities, as well as nonprofits, to design and implement equitable and inclusive climate solutions. Through our Climate Fund, we have donated $1 million and we will co-design the Collaborative’s framework and roadmap.

#### Climate Fund: Expected Benefits

| **1.1K** | people gained access to programs that increase sustainability career readiness |
| **1.2M** | individuals impacted by new or continued community climate programs like resilience hubs and environmental education programs |
| **19.8K** | people gained awareness of and/or access to sustainable transportation solutions |

#### Helping Underserved Communities Access Infrastructure Funds

To help underserved communities access federal funding for electric vehicle charging infrastructure, GM gave Forth Mobility a $500,000 grant. The organization is experienced in developing electrification grant proposals and will help eliminate “charging deserts” by supporting underserved communities. The funding will support the development of publicly available tools and grant application templates, as well as education and training to help transportation program staff and other decision makers use federal funding most effectively.

#### Encouraging EV adoption in the San Joaquin Valley (SJV)

GM supported the Central California Asthma Collaborative (CCAC) to launch the SJV Climate Equity Program, which will expand and integrate work to address climate inequity in one of the highest-risk regions in the United States. The project will carry out coordinated outreach related to EV technology, available light-duty EV and EV infrastructure incentives, and climate adaptation strategies—such as wildfire smoke preparedness—in disadvantaged communities in California.

#### Investing in Detroit

As home to GM’s global headquarters, Detroit is a key focus of our Corporate Giving Strategy. In 2021, we announced the company will invest $50 million in grant funding by 2025 to nonprofits that are innovating in education, workforce development and neighborhood revitalization. This is our way of working to help Detroiters learn, work and thrive.

By the end of 2022, GM had disbursed more than $26 million through more than 120 grants to support nonprofit projects in Detroit and surrounding Hamtramck and Highland Park.

Learn more about how we are supporting strong communities, including through employee volunteering and giving, in our 2022 Corporate Giving Report.

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64 Expected or anticipated figures based on programmatic plans of our nonprofit collaborators.