



Global Reporting Initiative (GRI) Content Index

This report has been prepared in reference to the 2021 GRI Standards.

GRI Standards		
Disclosure Number	Disclosure Title	Reference/Response
GRI 2: General Disclosures		
2-1	Organizational details	2022 SR > About This Report > About Us 2022 Form 10-K, Item 1. Business, page 1 General Motors Company (GM) is a publicly held corporation incorporated in the state of Delaware. Our shares trade on the New York Stock Exchange.
2-2	Entities included in the organization's sustainability reporting	2022 SR > About This Report > Scope and Boundaries For the entities included in our sustainability report, see our 2022 Form 10-K .
2-3	Reporting period, frequency and contact point	2022 SR > About This Report > Scope and Boundaries Sustainability Report back cover page 2022 Form 10-K front cover page
2-4	Restatements of information	2022 Form 10-K, Item 15. Exhibit and Financial Statement Schedules, pages 100–101 Any restatements, and reasons for such, are footnoted as part of the data presentation within the body of the report. See the Data Center for trend data and footnotes.
2-5	External assurance	2022 SR > About This Report > Scope and Boundaries Audit Committee Charter, page 4
2-6	Activities, value chain and other business relationships	2022 SR > About This Report > Scope and Boundaries 2022 SR > Social > Supply Chain > Strong Supplier Relationships 2022 SR > Social > Supply Chain > Sourcing Strategic Raw Materials 2022 SR > Environment > Designing for the Environment > Circular Economy > Remanufacturing 2022 Form 10-K, Item 1. Business, pages 1–7 2022 Form 10-K, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations, pages 30–31 There were no significant changes to the organization and its supply chain in 2022. There were no significant changes to structure or ownership during the reporting year.
2-7	Employees	2022 Form 10-K, Item 1. Business, page 9 2022 Sustainability Supplement > Data Center > Workforce
2-8	Workers who are not employees	2022 Sustainability Supplement > Data Center > Workforce The majority of our workforce is comprised of GM employees. We do not currently collect data on the total amount of contractors and other nonemployee labor that GM utilizes.



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Disclosure Number	Disclosure Title	Reference/Response
2-9	Governance structure and composition	2022 SR > Responsible Governance > Corporate Governance > Committee Structure and ESG Governance 2022 SR > Responsible Governance > Corporate Governance > Leadership Structure 2022 SR > Responsible Governance > Corporate Governance > Board Diversity 2022 SR > Responsible Governance > Corporate Governance > Shareholder Engagement 2023 Proxy Statement, pages 3, 13, 14-20
2-10	Nomination and selection of the highest governance body	2022 SR > Responsible Governance > Corporate Governance 2022 SR > Responsible Governance > Corporate Governance > Shareholder Engagement 2023 Proxy Statement, pages 13, 21
2-11	Chair of the highest governance body	2023 Proxy Statement, pages 14-20, 33
2-12	Role of the highest governance body in overseeing the management of impacts	2022 SR > Responsible Governance > Corporate Governance 2022 SR > Responsible Governance > Corporate Governance > Shareholder Engagement 2022 SR > Responsible Governance > Corporate Governance > Committee Structure and ESG Governance 2023 Proxy Statement, pages 31, 32, 34-35, 47-48 Governance and Corporate Responsibility Committee Charter, pages 1, 3-4 Audit Committee Charter, pages 4-6
2-13	Delegation of responsibility for managing impacts	2022 SR > Responsible Governance > Corporate Governance > Risk Management 2023 Proxy Statement, pages 31-32, 34-35 Governance and Corporate Responsibility Committee Charter, pages 1-3
2-14	Role of the highest governance body in sustainability reporting	2023 Proxy Statement, pages 31, 34-35, 47-48 Audit Committee Charter, page 3
2-15	Conflicts of interest	Governance and Corporate Responsibility Committee Charter, page 5 General Motors Company Board of Directors Corporate Governance Guidelines, pages 3, 10 2023 Proxy Statement, pages 14-20, 29, 32, 47, 72
2-16	Communication of critical concerns	2022 SR > Responsible Governance > Ethics > Reporting Concerns 2023 Proxy Statement, pages 34-35, 41-43 Risk and Cybersecurity Committee page 1
2-17	Collective knowledge of the highest governance body	2023 Proxy Statement, pages 14-20, 39



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2-18	Evaluation of the performance of the highest governance body	2022 SR > Responsible Governance > Corporate Governance > Committee Structure and ESG Governance 2022 SR > Responsible Governance > Corporate Governance > Leadership Structure 2023 Proxy Statement, pages 6–7, 21, 38 Corporate Governance Guidelines, pages 9–12 Executive Governance and Corporate responsibility Committee Charter, page 3
2-19	Remuneration policies	2022 SR > Responsible Governance > Corporate Governance > Committee Structure and ESG Governance 2023 Proxy Statement, pages 23–26, 54, 58, 65–69, 78–81, 84, 87 Executive Compensation Committee Charter, pages 1–5
2-20	Process to determine remuneration	2022 SR > Responsible Governance > Corporate Governance > Committee Structure and ESG Governance 2023 Proxy Statement, page 58
2-21	Annual total compensation ratio	2023 Proxy Statement, page 84 Information on annual remuneration change is considered confidential.
2-22	Statement on sustainable development strategy	2022 SR > About This Report > A message from Mary Barra, Chair and CEO
2-23	Policy commitments	2022 SR > Social > Human Rights > Policies 2022 SR > Social > Human Rights > Governance and Management > Communicating Our Commitments 2022 SR > Social > Human Rights > Human Rights Due Diligence 2022 SR > Social > Human Rights > Human Rights Due Diligence > Preventing and Mitigating Impacts 2022 SR > Our Sustainability Strategy > Assessing Priorities > Our Priorities Human Rights Policy, page 1 Conflict Minerals Policy, page 1 GM Supplier Code of Conduct, page 1 GM does not follow the precautionary approach, but has a comprehensive risk management plan in place.
2-24	Embedding policy commitments	2022 SR > Social > Human Rights > Human Rights Due Diligence > Preventing and Mitigating Impacts GM Supplier Code of Conduct, pages 1–13 Governance & Corporate Responsibility Committee Charter, pages 1–3 Human Rights Policy, page 1 Conflict Minerals Policy, pages 1–2 GM Code of Conduct, page 12



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2-25	Processes to remediate negative impacts	2022 SR > Social > Supply Chain > Supply Chain Engagement 2022 SR > Responsible Governance > Ethics > Code of Conduct 2022 SR > Responsible Governance > Ethics > Reporting Concerns Human Rights Policy, page 2 GM Supplier Code of Conduct, pages 1-5 GM Non-Retaliatio n Policy, pages 1-4 GM Code of Conduct, pages 2-3, 10-12, 15, 22
2-26	Mechanisms for seeking advice and raising concerns	2022 SR > Responsible Governance > Ethics > Reporting Concerns 2022 SR > Social > Human Rights > Human Rights Due Diligence > Preventing and Mitigating Impacts GM Non-Retaliatio n Policy, pages 2-3 GM Code of Conduct pages 12-15
2-27	Compliance with laws and regulations	2022 Form 10-K, Item 8. Financial Statements and Supplementary Data, pages 84-87
2-28	Membership associations	2022 SR > Social > Supply Chain > Supporting Diverse Suppliers 2022 Sustainability Supplement > Data Center > Workforce > Labor Relations 2022 Sustainability Advocacy Report, pages 13-22, 40 We work with automotive industry groups in many countries in which we operate, including, but not limited to: <ul style="list-style-type: none"> • Alliance for Automotive Innovation • The Initiative for Responsible Mining Assurance (IRMA) • American Automotive Policy Council • The International Automotive Task Force (IATF) • The Automotive Industry Action Group (AIAG) • Michigan Council for Future Mobility and Electrification • CalStart’s North American EV and Battery Alliance • National Association of Manufacturers • Climate Leadership Council • Responsible Minerals Initiative (RMI) • Engine Manufacturers Association • Suppliers Partnership for the Environment (SP) • Global Platform for Sustainable Natural Rubber (GPSNR) • The Sustainable Purchasing Leadership Council (SPLC)
2-29	Approach to stakeholder engagement	2022 SR > Our Sustainability Strategy > Assessing Priorities 2022 SR > Social > Human Rights > Human Rights Due Diligence > Engaging Stakeholders 2022 SR > Social > Communities > Supporting Communities 2022 Sustainability Supplement > Supplementary Information > Engaging with Stakeholders Corporate Human Rights Benchmark Disclosure, page 11
2-30	Collective bargaining agreements	2022 SR > Social > A Team That Includes Everybody > Labor Relations 2022 Sustainability Supplement > Data Center > Workforce We use external benchmarks for employees that are not covered by collective bargaining.



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GRI 3: Material Topics 2021		
3-1	Process to determine material topics	2022 SR > Our Sustainability Strategy > Assessing Priorities
3-2	List of material topics	2022 SR > Our Sustainability Strategy > Assessing Priorities > Sustainability Priority Matrix
200	Economic topics	
201	Economic Performance 2016	
3-3	Management of material topics	2022 SR > Our Sustainability Strategy > Our Sustainability Journey > Investing in an Electric Future 2022 SR > Our Sustainability Strategy > How GM Creates Value 2022 SR > Our Sustainability Strategy > Assessing Priorities 2022 SR > Environment > Emissions Reduction Plan 2022 SR > Social > A Team That Includes Everybody > Total Rewards
201-1	Direct economic value generated and distributed	2022 SR > Our Sustainability Strategy > How GM Creates Value 2022 SR > Environment > Our Energy Strategy > An All-Electric Future 2022 Form 10-K, Item 8. Financial Statements and Supplementary Data, pages 53–56
201-2	Financial implications and other risks and opportunities due to climate change	CDP Climate Change 2022: C2.2
201-3	Defined benefit plan obligations and other retirement plans	2022 Form 10-K, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations, pages 44–45 2022 SR > Social > A Team That Includes Everybody > Total Rewards 2022 Sustainability Supplement > Supplementary information > Employee Benefits by Country
201-4	Financial assistance received from government	2022 Form 10-K, Note 2. Significant Accounting Policies, Government Incentives and Grants, page 61
203	Indirect Economic Impacts 2016	
3-3	Management of material topics	2022 SR > Introduction > Report Highlights > 2022 Highlights 2022 SR > Our Sustainability Strategy > How GM Creates Value 2022 SR > Our Sustainability Strategy > Assessing Priorities 2022 SR > Environment > Our Energy Strategy > An All-Electric Future 2022 SR > Social > A Team That Includes Everybody > Diversity, Equity and Inclusion (DEI) > Increasing Transparency 2022 SR > Social > A Team That Includes Everybody > Labor Relations 2022 SR > Social > Communities > Supporting Communities 2022 SR > Social > Communities > Climate Fund 2022 SR > Responsible Governance > Public Policy 2022 Form 10-K, Item 1. Business, page 2 2022 Form 10-K, Item 1A. Risk Factors, page 15 2022 Sustainability Advocacy Report, pages 10–25



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203-1	Infrastructure investments and services supported	2022 SR > Our Sustainability Strategy > How GM Creates Value 2022 SR > Our Sustainability Strategy > Assessing Priorities 2022 SR > Our Sustainability Strategy > Our Sustainability Journey > Investing in an Electric Future 2022 SR > Innovation > Advancing Electrification and Autonomy 2022 SR > Environment > Our Energy Strategy > An All-Electric Future 2022 SR > Social > Climate Action Framework 2022 SR > Responsible Governance > Public Policy 2022 SR > Social > Communities > Supporting Communities 2022 Sustainability Advocacy Report, pages 1-9 2022 Form 10-K, Item 1. Business, page 2
203-2	Significant indirect economic impacts	2022 SR > Introduction > Report Highlights > 2022 Report Highlights 2022 SR > Our Sustainability Strategy > How GM Creates Value 2022 SR > Environment > Our Energy Strategy > An All-Electric Future 2022 SR > Environment > Designing for the Environment > Sustainable Materials 2022 SR > Environment > Designing for the Environment > Waste 2022 SR > Social > A Team That Includes Everybody > Diversity, Equity and Inclusion (DEI) > Increasing Transparency 2022 SR > Social > A Team That Includes Everybody > Labor Relations 2022 SR > Social > Communities > Supporting Communities 2022 SR > Responsible Governance > Public Policy 2022 Form 10-K, Item 1. Business, page 2 2022 Sustainability Advocacy Report, pages 1-9
204	Procurement Practices 2016	
3-3	Management of material topics	2022 Form 10-K, Item 1. Business, page 6 2022 SR > Environment > Our Energy Strategy > An All-Electric Future 2022 SR > Environment > Designing for the Environment > Sustainable Materials 2022 SR > Social > Supply Chain > Strong Supplier Relationships 2022 SR > Social > Supply Chain > Sourcing Strategic Raw Materials 2022 SR > Social > Supply Chain > Supply Chain Engagement 2022 Sustainability Supplement > Data Center > Supply Chain
204-1	Proportion of spending on local suppliers	2022 SR > Social > Supply Chain > Strong Supplier Relationships 2022 SR > Environment > Our Energy Strategy > An All-Electric Future



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205	Anti-corruption 2016	
3-3	Management of material topics	2023 Proxy Statement, page 37 GM Non-Retaliation Policy, page 1 GM Supplier Code of Conduct, page 9 2022 SR > Social > Human Rights > Policies 2022 SR > Responsible Governance > Ethics 2022 SR > Responsible Governance > Ethics > Code of Conduct 2022 SR > Responsible Governance > Ethics > Reporting Concerns
205-1	Operations assessed for risks related to corruption	2022 SR > Responsible Governance > Ethics > Reporting Concerns
205-2	Communication and training about anti-corruption policies and procedures	2022 SR > Responsible Governance > Ethics 2022 SR > Social > Supply Chain > Supply Chain Compliance 2022 Sustainability Supplement > Data Center > Workforce > Global Training GM Supplier Code of Conduct, page 9 Corporate Governance Guidelines, page 4 GM Code of Conduct, pages 25-29
205-3	Confirmed incidents of corruption and actions taken	2022 SR > Responsible Governance > Ethics > Reporting Concerns 2022 Sustainability Supplement > Data Center > Governance Data related to incidents of corruption whereby employees were dismissed is considered confidential.
207	Tax 2019	
3-3	Management of material topics	2022 SR > Social > Communities > Supporting Communities 2022 SR > Responsible Governance > Environmental Management and Compliance 2022 SR > Responsible Governance > Public Policy
207-1	Approach to tax	2022 SR > Social > Communities > Supporting Communities
207-2	Tax governance, control, and risk management	2022 SR > Responsible Governance > Ethics 2022 Form 10-K, Item 7A. Quantitative and Qualitative Disclosures About Market Risk, pages 51-52 2022 Form 10-K, Note 17 Income Taxes, pages 87-90
207-3	Stakeholder engagement and management of concerns related to tax	2022 SR > Social > Communities > Supporting Communities 2022 SR > Responsible Governance > Corporate Governance 2022 SR > Responsible Governance > Cybersecurity and Privacy
207-4	Country-by-country reporting	2022 Form 10-K, Note 17. Income Taxes, pages 87-88



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Disclosure Number	Disclosure Title	Reference/Response
300	Environmental topics	
301	Materials 2016	
3-3	Management of material topics	2022 SR > Our Sustainability Strategy > How GM Creates Value 2022 SR > Our Sustainability Strategy > Assessing Priorities > Our Priorities 2022 SR > Environment > Designing for the Environment > Sustainable Materials 2022 SR > Environment > Designing for the Environment > Circular Economy 2022 SR > Environment > Designing for the Environment > Waste 2022 Sustainability Supplement > Data Center > Environmental > Global Water
301-1	Materials used by weight or volume	2022 SR > Environment > Designing for the Environment > Sustainable Materials We do not track the exact mix of materials for all models.
301-2	Recycled input materials used	2022 SR > Environment > Designing for the Environment > Sustainable Materials 2022 Sustainability Supplement > Data Center > Environmental > Global Waste We are working to increase the recycled content of materials in our vehicles. This relies on a comprehensive commodity management plan for each of our key materials: plastics, steel, aluminum, textiles, EV battery materials and more. GM vehicles currently use more than 24M pounds of recycled plastics. We currently use a variety of recycled content in many types of metals, and we are working to secure increasing supplies of low carbon metals ahead of their availability at scale.
301-3	Reclaimed products and their packaging materials	2022 Sustainability Supplement > Data Center > Environmental > Global Waste Our Customer Care & Aftersales (CCA) remanufacturing program is a crucial part of our commitment to a circular economy, enabling the reuse of vehicle parts through remanufacturing. These parts include engines, transmissions and other offerings, all of which meet engineering specifications. In 2022 CCA sold more than 750,000 units bringing our total units sold to 9 million since 2013. The CCA Team also works with dealers and suppliers to encourage parts that are not currently remanufacturable to be recycled. Examples include fascias, aluminum wheels and catalytic converters, where all or part of the product is recovered for recycling or reuse. For more see 2022 SR > Environment > Designing for the Environment > Circular Economy

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302	Energy 2016	
3-3	Management of material topics	2022 SR > Our Sustainability Strategy > How GM Creates Value 2022 SR > Our Sustainability Strategy > Assessing Priorities > Sustainability Priority Matrix 2022 SR > Our Sustainability Strategy > Assessing Priorities > Our Priorities 2022 SR > Environment > Emissions Reduction Plan 2022 SR > Environment > Our Energy Strategy > Operational Energy Efficiency 2022 SR > Environment > Our Energy Strategy > The Transition to Renewable Energy 2022 SR > Environment > Our Energy Strategy > An All-Electric Future 2022 SR > Social > Climate Action Framework 2022 SR > Social > Supply Chain > Sourcing Strategic Raw Materials 2022 SR > Social > Supply Chain > Supply Chain Engagement 2022 SR > Social > Supply Chain > Integrating Sustainability Into Our Supply Chain 2022 Sustainability Supplement > Data Center > Environmental > Global Energy CDP Climate Change 2022
302-1	Energy consumption within the organization	2022 Sustainability Supplement > Data Center > Environmental > Global Energy
302-2	Energy consumption outside of the organization	2022 Sustainability Supplement > Data Center > Environmental > Global Energy Our energy conservation and renewable energy program, guided by Science Based Target initiative (SBTi)-approved targets, will help us achieve our long-term goal of carbon neutral operations and products by 2040. Scope 3 Category 11 use of sold products makes up the majority of our global GHG emissions footprint and would be the highest energy consuming category outside of the organization. We currently measure it in terms of GHG emissions. For more see Sustainability Supplement > Data Center > Environmental > Emissions
302-3	Energy intensity	2022 Sustainability Supplement > Data Center > Environmental > Global Energy
302-4	Reduction of energy consumption	2022 SR > Environment > Our Energy Strategy > Operational Energy Efficiency 2022 Sustainability Supplement > Data Center > Environmental > Global Energy
302-5	Reductions in energy requirements of products and services	2022 Sustainability Supplement > Data Center > Environmental > Global Energy
303	Water and Effluents 2018	
3-3	Management of material topics	2022 SR > Our Sustainability Strategy > How GM Creates Value 2022 SR > Our Sustainability Strategy > Assessing Priorities > Sustainability Priority Matrix 2022 SR > Our Sustainability Strategy > Assessing Priorities > Our Priorities 2022 SR > Environment > Designing for the Environment > Water 2022 Sustainability Supplement > Data Center > Environmental > Global Water

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303-1	Interactions with water as a shared resource	2022 SR > Environment > Designing for the Environment > Water 2022 Sustainability Supplement > Data Center > Environmental > Global Water CDP Water Security 2022
303-2	Management of water discharge-related impacts	2022 Sustainability Supplement > Data Center > Environmental > Global Water GM maintains an environmental performance criteria document on water pollution control (EPC-003). Within this document, minimum concentration-based performance requirements are defined for wastewater discharge to surface water and for wastewater discharges to external wastewater systems. Where local permit limits are more stringent, those supersede the GM requirements. Where no permit limit is provided, the performance requirements are used. GM determines the standards for the quality of effluent discharge using the EPC-003 (Environmental Performance Criteria) – Water Pollution Control requirements.
303-3	Water withdrawal	2022 Sustainability Supplement > Data Center > Environmental > Global Water GM measures and monitors 100% of our major facilities' water withdrawals by source using either invoices or meter data on a monthly basis. It is tracked in a global utility database by source, and the data is verified by an independent third party annually. Some small facilities (offices) have water service included in their lease rate, and we do not track the water withdrawal. Our estimate is that this represents less than 1% of our water withdrawal by source, so we measure and monitor 99% of water withdrawal by source. GM identifies water stress using the WRI Aqueduct model and internal company knowledge. GM measures and monitors 100% of our water withdrawals by source from water-stressed areas, using either invoices or meter data on a monthly basis. It is tracked in a global utility database by source, and the data is verified by an independent third party annually.
303-4	Water discharge	2022 Sustainability Supplement > Data Center > Environmental > Global Water GM sites must have a system in place to identify wastewater generated and discharged by current activities at the site, and as these activities change in the future, sites should also identify any additional potentially contaminated flows from on-site sources.
303-5	Water consumption	2022 SR > Environment > Designing for the Environment > Water 2022 Sustainability Supplement > Data Center > Environmental > Global Water GM calculates water consumption based on water withdrawal times, an engineering calculation for evaporation of 30%. Using the formula withdrawal minus discharge provides close to zero consumption due to groundwater infiltration at plant sites. GM experiences water stress at three sites in Mexico and two sites in China. We have mitigated the risk by conservation, recycling or reusing wastewater in the manufacturing process. Additionally, at one site in China, the government has provided a backup source of water to mitigate water stress risk.
304	Biodiversity 2016	
3-3	Management of material topics	2022 SR > Our Sustainability Strategy > Assessing Priorities > Our Priorities 2022 SR > Environment > Designing for the Environment > Nature 2022 SR > Environment > Designing for the Environment > Sustainable Materials > Natural Rubber GM GPSNR Report All GM tire suppliers are GPSNR members. We promote the GPSNR's guiding principles to our suppliers. GM's baseline requirements for suppliers include industry specific participation (e.g., GPSNR). Conflict Minerals Policy, pages 1-2 Responsible Minerals Sourcing Policy, pages 1-2 GM has had a long-standing commitment to protect human health and the environment as per the GM Global Environmental Policy. The policy states the company's commitment to participating actively in educating the public regarding environmental conservation and biodiversity.

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Disclosure Number	Disclosure Title	Reference/Response
304-2	Significant impacts of activities, products and services on biodiversity	2022 SR > Environment > Designing for the Environment > Nature GM collaborated with Wildlife Habitat Council to develop the GM Biodiversity by Design catalog. This shares best construction practices that integrate green design into new builds, retrofits, expansions and land management at GM facilities. We have incorporated Biodiversity by Design best practices into nine GM facility transformations. They include a lighting strategy that incorporates energy-efficient LED lighting, skylights and reflective surfaces to maximize natural light. We also enhanced facility grounds by planting trees and incorporating native plants into landscaping.
305	Emissions 2016	
3-3	Management of material topics	2022 SR > Environment > Emissions Reduction Plan 2022 Sustainability Supplement > Data Center > Environmental > Global Emissions CDP Climate Change 2022
305-1	Direct (Scope 1) GHG emissions	2022 SR > Our Sustainability Strategy > Assessing Priorities > Progress Toward Our Goals 2022 SR > Our Sustainability Strategy > Assessing Priorities > Our Priorities 2022 Sustainability Supplement > Data Center > Environmental > Global Emissions
305-2	Energy indirect (Scope 2) GHG emissions	2022 SR > Our Sustainability Strategy > Assessing Priorities > Progress Toward Our Goals 2022 SR > Our Sustainability Strategy > Assessing Priorities > Our Priorities 2022 Sustainability Supplement > Data Center > Environmental > Global Emissions
305-3	Other indirect (Scope 3) GHG emissions	2022 SR > Our Sustainability Strategy > Assessing Priorities > Progress Toward Our Goals 2022 SR > Our Sustainability Strategy > Assessing Priorities > Our Priorities 2022 Sustainability Supplement > Data Center > Environmental > Global Emissions
305-4	GHG emissions intensity	GM no longer calculates Scope 1 & 2 emissions intensity, as our SBTi target is focused on absolute CO2 reduction. 2022 SR > Environment > Our Energy Strategy > An All-Electric Future 2022 Sustainability Supplement > Data Center > Environmental > Global Emissions CDP Climate Change 2022: C4.1b
305-5	Reduction of GHG emissions	2022 SR > Our Sustainability Strategy > How GM Creates Value 2022 Sustainability Supplement > Data Center > Environmental > Global Emissions
305-6	Emissions of ozone-depleting substances (ODS)	Not reported: GM does not import, export or produce ODS.
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	2022 Sustainability Supplement > Data Center > Environmental > Global Emissions



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306	Waste 2020	
3-3	Management of material topics	2022 SR > Our Sustainability Strategy > How GM Creates Value 2022 SR > Our Sustainability Strategy > Assessing Priorities > Sustainability Priority Matrix 2022 SR > Our Sustainability Strategy > Assessing Priorities > Our Priorities 2022 SR > Environment > Designing for the Environment > Sustainable Materials 2022 SR > Environment > Designing for the Environment > Circular Economy 2022 SR > Environment > Designing for the Environment > Waste 2022 SR > Social > Supply Chain > Integrating Sustainability Into Our Supply Chain
306-1	Waste generation and significant waste-related impacts	2022 SR > Environment > Designing for the Environment > Waste
306-2	Management of significant waste-related impacts	2022 SR > Environment > Designing for the Environment > Waste
306-3	Waste generated	2022 Sustainability Supplement > Data Center > Environmental > Global Waste
306-4	Waste diverted from disposal	2022 SR > Our Sustainability Strategy > How GM Creates Value 2022 Sustainability Supplement > Data Center > Environmental > Global Waste
306-5	Waste directed to disposal	2022 Sustainability Supplement > Data Center > Environmental > Global Waste
307	Environmental Compliance 2016	
3-3	Management of material topics	2022 SR > Responsible Governance > Environmental Management and Compliance > Environmental Management System (EMS) 2022 SR > Environment > Emissions Reduction Plan 2022 SR > Environment > Designing for the Environment 2022 SR > Social > Supply Chain > Supply Chain Compliance Global Environmental Policy
307-1	Non-compliance with environmental laws and regulations	2022 SR > Responsible Governance > Environmental Management and Compliance 2022 Form 10-K, Item 3. Legal Proceedings, page 23 2022 Form 10-K, Note 16. Commitments and Contingencies, pages 84-87
308	Supplier Environmental Assessment 2016	
3-3	Management of material topics	2022 SR > Environment > Emissions Reduction Plan 2022 SR > Environment > Our Energy Strategy > Operational Energy Efficiency 2022 SR > Environment > Designing for the Environment > Sustainable Materials 2022 SR > Environment > Designing for the Environment > Waste 2022 SR > Social > Supply Chain > Integrating Sustainability Into Our Supply Chain GM Supplier Code of Conduct, pages 6-8



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308-1	New suppliers that were screened using environmental criteria	CDP Climate Change 2022 CDP Water Security 2022 Our Supplier Sustainability Goals Framework assesses sustainability within our Tier 1 supply base, creating a pathway for GM suppliers to take steps toward a more sustainable future. Additionally, the ESG Partnership Pledge embraces sustainability in a holistic manner, focusing on commitments related to environmental, social and governance topics.
308-2	Negative environmental impacts in the supply chain and actions taken	2022 SR > Environment > Emissions Reduction Plan 2022 SR > Environment > Our Energy Strategy > Operational Energy Efficiency 2022 SR > Environment > Designing for the Environment > Sustainable Materials 2022 SR > Environment > Designing for the Environment > Waste 2022 SR > Social > Supply Chain > Integrating Sustainability Into Our Supply Chain 2022 SR > Social > Supply Chain > Supply Chain Compliance Through our monitoring process, GM may identify suppliers potentially involved in human rights incidents. If identified, GM's Supply Chain Risk Management Team notifies the appropriate GM global supply chain crisis response teams. These crisis teams are then able to work cross-functionally with Tier I suppliers and GM's functional purchasing, logistics and engineering teams to monitor. This collaboration enables GM to work quickly to identify potential human rights or sustainability risks.
400	Social topics	
401	Employment 2016	
3-3	Management of material topics	2022 SR > Our Sustainability Strategy > How GM Creates Value 2022 SR > Our Sustainability Strategy > Assessing Priorities > Sustainability Priority Matrix 2022 SR > Our Sustainability Strategy > Assessing Priorities > Our Priorities 2022 SR > Social > Safety > Vehicle Safety and Quality 2022 SR > Social > Safety > Workplace Safety 2022 SR > Social > A Team That Includes Everybody > Total Rewards 2022 Sustainability Supplement > Supplementary Information > Employee Benefits by Country 2022 Sustainability Supplement > Data Center > Workforce > Wellness and Benefits GM Supplier Code of Conduct, page 2 GM provides responses to a variety of surveys, each year, and as a result, receives the overall results from the survey owner.
401-1	New employee hires and employee turnover	2022 Sustainability Supplement > Data Center > Workforce
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	United States: Flexible service employees are eligible for the same benefits. However, they pay a higher monthly contribution on health care coverage. Canada: For Job Share employees, the Health Care Spending Account/Wellness Incentive amount is 50% of that of a full-time employee. They also pay a higher monthly contribution for health care coverage. Australia, Brazil, Israel, New Zealand: No difference in benefits full-time vs. part-time employees. Argentina, Chile, China, Colombia, Ecuador, Egypt, India, Indonesia, Ireland, Japan, Mexico, Peru, Russia, South Korea, Switzerland, Thailand, United Arab Emirates, Uruguay: no part-time employees. Included in our data is information on the U.S., Canada, Mexico, Brazil and China based on market size.

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401-3	Parental leave	2022 SR > Social > A Team That Includes Everybody > Total Rewards 2022 Sustainability Supplement > Data Center > Workforce > Wellness and Benefits 2022 Sustainability Supplement > Data Center > Workforce > Paid Family Leave by Gender
402	Labor/Management Relations 2016	
3-3	Management of material topics	2022 SR > Social > A Team That Includes Everybody > Labor Relations 2022 SR > Social > Human Rights 2022 Sustainability Supplement > Data Center > Workforce > Labor Relations
402-1	Minimum notice periods regarding operational changes	2022 SR > Social > A Team That Includes Everybody > Labor Relations 2022 SR > Social > Human Rights We comply with applicable statutes in regard to providing minimum notice periods. For example, WARN notices. Nearly all of our labor agreements call for regular meetings between top union officials and local GM management.
403	Occupational Health and Safety 2018	
3-3	Management of material topics	2022 SR > Social > Safety > Workplace Safety 2022 SR > Responsible Governance > Ethics > Reporting Concerns
403-1	Occupational health and safety management system	2022 SR > Social > Safety > Workplace Safety
403-2	Hazard identification, risk assessment, and incident investigation	2022 SR > Social > Safety > Workplace Safety GM Supplier Code of Conduct, pages 1-13 GM Code of Conduct, pages 1-2, 10-14
403-3	Occupational health services	2022 SR > Social > Safety > Workplace Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	2022 SR > Social > Safety > Workplace Safety
403-5	Worker training on occupational health and safety	2022 SR > Social > Safety > Workplace Safety
403-6	Promotion of worker health	2022 SR > Social > Safety > Workplace Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2022 SR > Social > Supply Chain > Supply Chain Compliance
403-8	Workers covered by an occupational health and safety management system	2022 SR > Social > Safety > Workplace Safety > Global Workplace Safety (GWS) Strategy 2022 Sustainability Supplement > Data Center > Safety > Global Workplace Safety All our workers are covered by GM's occupational health and safety management system (Workplace Safety System). This system is applicable to all GM operating units.

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403-9	Work-related injuries	<p>2022 Sustainability Supplement > Data Center > Safety > Global Workplace Safety</p> <p>The work related hazards that pose risk of high-consequence events are: pedestrian and mobile equipment interaction, fall from height, uncontrolled hazardous energy, electrical safety, die handling and caught in or between.</p> <p>These hazards have been identified through our hazard and risk identification process in our Workplace Safety System and through our serious injuries and fatalities (actual and potential) reported events, including injuries, property damages, near-misses and unsafe acts and conditions.</p> <p>In 2022, we had one high-consequence event associated to one of the described hazards (caught in conveyor).</p> <p>We promote the use of higher levels of hierarchy of control in those exposures that can lead to high-consequence events. We use a Serious Injury or Fatality (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. We created a goal for 25% of our SIF or SIF potential (SIFp) event 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 or SIFp incidents.</p> <p>Examples of actions taken to better control workplace hazards using engineering controls: Replacing drivable mobile vehicles by Automatic Guided Vehicles (AGVs), Installing fixed guards instead of relying on the use of fall arrest system, Reducing arc flash energy in electric circuits by design, Using collision avoidance systems and overload sensors on cranes, Replacing table saws by equipment with saw-stop technology, etc.</p>
403-10	Work-related ill health	<p>2022 Sustainability Supplement > Data Center > Safety > Global Workplace Safety</p> <p>The work related hazards that pose risk of ill health issues are ergonomic hazards, chemical agents like formaldehyde, isocyanates, silica and metal removal fluids and physical agents like noise, thermal stress and high intensity light. These hazards are identified through qualitative and quantitative exposure assessments to determine worker exposure. From these potential hazards, the ones that have contributed to the majority of worker health issues in 2022 are ergonomics and noise. As part of the exposure control process, sites work on continuous improvement plans to reduce exposure using the hierarchy of control. All GM employees are included in this process.</p>
404	Training and Education 2016	
3-3	Management of material topics	<p>2022 SR > Our Sustainability Strategy > How GM Creates Value</p> <p>2022 SR > Our Sustainability Strategy > Assessing Priorities > Our Priorities</p> <p>2022 SR > Social > A Team That Includes Everybody</p> <p>2022 SR > Social > A Team That Includes Everybody > A Team That Includes Everybody > Unlocking Everybody's Potential</p> <p>2022 SR > Social > A Team That Includes Everybody > Labor Relations</p> <p>2022 SR > Social > Supply Chain > Supply Chain Engagement > Collaborating With Our Industry</p> <p>2022 SR > Responsible Governance > Environmental Management and Compliance > Employee Environmental Training</p> <p>2022 SR > Responsible Governance > Ethics</p> <p>2022 SR > Responsible Governance > Ethics > Ethics Training and Education</p> <p>2022 SR > Responsible Governance > Public Policy</p> <p>2022 Sustainability Supplement > Data Center > Workforce > Global Training</p> <p>2022 Sustainability Supplement > Data Center > Governance > Global Ethics</p>
404-1	Average hours of training per year per employee	<p>2022 Sustainability Supplement > Data Center > Workforce > Global Training</p> <p>2022 Sustainability Supplement > Data Center > Workforce > Global Training Average Hours</p>
404-2	Programs for upgrading employee skills and transition assistance programs	<p>2022 Sustainability Supplement > Supplementary Information > Engaging With Stakeholders</p>

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Disclosure Number	Disclosure Title	Reference/Response
404-3	Percentage of employees receiving regular performance and career development reviews	2022 Sustainability Supplement > Data Center > Workforce > Global Training All active salaried employees have performance and development conversations with their leader annually, at a minimum.
405	Diversity and Equal Opportunity 2016	
3-3	Management of material topics	2022 SR > Our Sustainability Strategy > Assessing Priorities > Our Priorities 2022 SR > Social > A Team That Includes Everybody > Diversity, Equity and Inclusion (DEI) 2022 SR > Social > Supply Chain > Supporting Diverse Suppliers 2022 SR > Responsible Governance > Corporate Governance > Board Diversity 2022 SR > Responsible Governance > Ethics > Reporting Concerns 2022 Form 10-K, Item 1. Business, pages 7-8 GM Supplier Code of Conduct, page 4 GM utilizes benchmarking and surveys to receive feedback, identify gaps, and put policies in place to address those gaps. Examples of this process include the extended benefit eligibility to domestic partners, which was a policy in response to benchmarking and employee concerns, the creation of the Inclusion Advisory Board, and creation of the Generations ERG (Employee Resource Group), to name a few.
405-1	Diversity of governance bodies and employees	2022 SR > Social > A Team That Includes Everybody > Diversity, Equity, and Inclusion (DEI) 2022 Sustainability Supplement > Data Center > Governance 2022 Sustainability Supplement > Data Center > Workforce
405-2	Ratio of basic salary and remuneration of women to men	2022 SR > Social > A Team That Includes Everybody > Diversity, Equity and Inclusion (DEI) > Promoting Equality 2022 Sustainability Supplement > Data Center > Workforce > Percentage of Women to Men Remuneration
406	Non-discrimination 2016	
3-3	Management of material topics	2022 SR > Social > A Team That Includes Everybody > Diversity, Equity and Inclusion (DEI) > Promoting Equality 2022 SR > Social > Human Rights 2022 SR > Social > Supply Chain > Supply Chain Engagement > Collaborating With Our Industry 2022 SR > Social > Supply Chain > Integrating Sustainability Into Our Supply Chain 2022 SR > Social > Supply Chain > Supply Chain Compliance 2022 SR > Responsible Governance > Ethics > Reporting Concerns GM Supplier Code of Conduct, page 3
406-1	Incidents of discrimination and corrective actions taken	2022 SR > Social > Human Rights 2022 SR > Responsible Governance > Ethics > Reporting Concerns 2022 Sustainability Supplement > Data Center > Workforce > Incidents of Discrimination and Harassment

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Disclosure Number	Disclosure Title	Reference/Response
407 Freedom of Association and Collective Bargaining 2016		
3-3	Management of material topics	2022 SR > Social > A Team That Includes Everybody > Labor Relations > Working Collaboratively With Union Partners 2022 SR > Social > Human Rights 2022 Sustainability Supplement > Data Center > Workforce > Labor Relations
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2022 SR > Social > A Team That Includes Everybody > Labor Relations > Working Collaboratively With Union Partners 2022 SR > Social > Human Rights 2022 Sustainability Supplement > Data Center > Workforce > Labor Relations
408 Child Labor 2016		
3-3	Management of material topics	2022 SR > Social > Human Rights 2022 SR > Social > Supply Chain > Supply Chain Engagement > Collaborating With Our Industry 2022 SR > Social > Supply Chain > Supply Chain Compliance 2022 SR > Social > Supply Chain > Sourcing Strategic Raw Materials GM Supplier Code of Conduct, page 2
408-1	Operations and suppliers at significant risk for incidents of child labor	2022 SR > Social > Human Rights 2022 SR > Social > Supply Chain > Supply Chain Engagement > Collaborating With Our Industry 2022 SR > Social > Supply Chain > Supply Chain Compliance 2022 SR > Social > Supply Chain > Sourcing Strategic Raw Materials GM Supplier Code of Conduct, page 2
409 Forced or Compulsory Labor 2016		
3-3	Management of material topics	2022 SR > Social > Human Rights 2022 SR > Social > Supply Chain > Supply Chain Engagement > Collaborating With Our Industry 2022 SR > Social > Supply Chain > Supply Chain Compliance GM Supplier Code of Conduct, page 1
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Corporate Human Rights Benchmark Disclosure, pages 22-23
411 Rights of Indigenous Peoples 2016		
3-3	Management of material topics	2022 SR > Social > Human Rights 2022 SR > Social > Communities > Supporting Communities GM Supplier Code of Conduct, pages 3, 8 Human Rights Policy, page 2
411-1	Incidents of violations involving rights of indigenous peoples	2022 SR > Social > Human Rights 2022 SR > Social > Communities > Supporting Communities



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Disclosure Number	Disclosure Title	Reference/Response
413	Local Communities 2016	
3-3	Management of material topics	2022 SR > Our Sustainability Strategy > Assessing Priorities > Sustainability Priority Matrix 2022 SR > Our Sustainability Strategy > Assessing Priorities > Our Priorities 2022 SR > Social > Communities > Supporting Communities
413-1	Operations with local community engagement, impact assessments, and development programs	2022 SR > Social > Communities > Supporting Communities 2022 Corporate Giving Report, pages 4-10
413-2	Operations with significant actual and potential negative impacts on local communities	2022 SR > Our Sustainability Strategy > Assessing Priorities > Sustainability Priority Matrix 2022 SR > Our Sustainability Strategy > Assessing Priorities > Our Priorities 2022 SR > Social > Communities > Supporting Communities Any negative impacts from a corporate giving and community outreach perspective are only correlated with changes in operations or material allocations at the manufacturing level that may potentially result in negative impacts on communities.
414	Supplier Social Assessment 2016	
3-3	Management of material topics	2022 SR > Social > Supply Chain > Supply Chain Compliance 2022 SR > Responsible Governance > Ethics > Reporting Concerns GM Supplier Code of Conduct, pages 1-13
414-1	New suppliers that were screened using social criteria	2022 SR > Social > Supply Chain > Supply Chain Compliance 2022 SR > Responsible Governance > Ethics > Reporting Concerns GM Supplier Code of Conduct, pages 1-13 Our Supplier Sustainability Goals Framework assesses sustainability within our Tier 1 supply base, creating a pathway for GM suppliers to take steps toward a more sustainable future. Additionally, the ESG Partnership Pledge embraces sustainability in a holistic manner, focusing on commitments related to environmental, social and governance topics.
414-2	Negative social impacts in the supply chain and actions taken	2022 SR > Social > Supply Chain > Supply Chain Compliance 2022 SR > Responsible Governance > Ethics > Reporting Concerns GM Supplier Code of Conduct, pages 1-13
416	Customer Health and Safety 2016	
3-3	Management of material topics	2022 SR > Social > Safety > Vehicle Safety and Quality
416-1	Assessment of the health and safety impacts of product and service categories	2022 Sustainability Supplement > Data Center > Safety > Global Vehicle Safety
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2022 SR > Social > Safety > Vehicle Safety and Quality 2022 Sustainability Supplement > Data Center > Safety > Global Vehicle Safety



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Disclosure Number	Disclosure Title	Reference/Response
418	Customer Privacy 2016	
3-3	Management of material topics	2022 SR > Our Sustainability Strategy > Assessing Priorities > Our Priorities 2022 SR > Social > Human Rights 2022 SR > Social > Supply Chain > Supply Chain Compliance 2022 SR > Responsible Governance > Corporate Governance > Committee Structure and ESG Governance 2022 SR > Responsible Governance > Cybersecurity and Privacy
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2022 SR > Responsible Governance > Cybersecurity and Privacy > Customer Privacy