



# HUMAN RIGHTS POLICY

Effective as of June 25, 2026

## INTRODUCTION

General Motors Company (GM) understands that long-term success starts with a company's value system and a principled approach to doing business. This policy outlines our commitment to human rights, including how we define and govern human rights throughout our operations, the communities in which we operate, and our global supply chain.

## OUR COMMITMENT

At GM, respect for universal human rights and the dignity of people is fundamental to our business and a key element of our GM Code of Conduct, Winning with Integrity. GM's commitment to human rights is grounded in the United Nations (UN) Guiding Principles on Business and Human Rights (UNGPs), which establish that, while the role of government is to protect human rights, the role of companies like GM is to respect human rights and to try to remedy adverse human rights impacts if and when they occur.

GM is committed to respecting all internationally recognized human rights, including those described in the Universal Declaration of Human Rights, the International Labour Organization (ILO)'s Declaration on Fundamental Principles and Rights at Work (the ILO Core Conventions), the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, and the UN Global Compact (to which GM is a signatory). Importantly, as international legal frameworks continue to evolve, GM aims to remain aligned to international standards.

## PRIVACY

We are committed to providing individuals, including employees and customers, with a trusted experience for their personal information. Data helps power the products and services we offer, improve the experience of buying, using and connecting our products, and advancing EVs and automated technology. Earning and maintaining trust in GM's stewardship of personal information is essential for reaching our bold vision of the future.

## WORKERS' RIGHTS

The ILO has established 11 fundamental Instruments that cover five fundamental rights at work. Collectively, these are covered in the ILO Declaration on Fundamental Principles and Rights at Work (1998) plus the 2022 amendment and are also referred to as the ILO Core Conventions.

GM commits to respect these rights, which are:

- Freedom of association and the effective recognition of the right to collective bargaining;
- The elimination of forced or involuntary labor;
- The effective abolition of child labor;
- The elimination of discrimination in respect of employment and occupation; and
- A safe and healthy working environment.

GM seeks to provide fair compensation and benefits that meet applicable legal requirements and support workers' basic needs over time. In addition, we are committed to the following:

- To provide and maintain safe and healthy working conditions that meet or exceed applicable legal standards for occupational health and safety;
- To not use or tolerate human trafficking;
- To comply with all applicable laws concerning working hours;
- To not tolerate harassment or discrimination based on sex, race, color, national origin, age, sexual orientation, gender identity, family status, veteran status or any other protected status in accordance with federal, state and local laws;
- To support equal access to opportunity, skills development, fair treatment, and equal pay for work of equal value for all employees; and
- To employ ethical recruitment practices and prohibit recruiters from charging recruitment fees to potential employees and from withholding identity documents, and where our employees have employment contracts, we provide access to those contracts.

As set forth in our Supplier Code of Conduct, we expect our suppliers and contractors to share in these commitments and to cascade similar expectations throughout their own supply chains.

## VULNERABLE GROUPS

We recognize and respect the rights of vulnerable groups around the world, including individuals and communities who may face heightened risk of adverse human rights impacts due to marginalization, vulnerability, or other circumstances, whether individually or as members of certain groups or populations, such as Indigenous Peoples, women, children, and persons with disabilities, among others. We expect our suppliers to be similarly committed to

protecting the rights of vulnerable groups. The rights of these groups have been established and codified in various international conventions, including:

- UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), 1979
- UN Convention on the Rights of the Child (CRC), 1989
- International Convention on the Elimination of All Forms of Racial Discrimination (ICERD), 1965
- ILO Convention 107, Indigenous and Tribal Populations Convention, 1957
- ILO Convention 169, Indigenous and Tribal Peoples Convention, 1991
- UN Declaration of the Rights of Indigenous Peoples (UNDRIP), 2007
- UN Convention on the Rights of Persons with Disabilities (CRPD), 2006

We commit to neither tolerate nor knowingly contribute to threats, intimidation, or attacks against human rights defenders in relation to our operations. We expect our suppliers to make the same commitment.

## LAND RIGHTS

We respect the rights of local communities and we and our suppliers are expected to meet the expectations outlined in our Supplier Code of Conduct, including respecting the land rights of individuals, Indigenous Peoples, and local communities in accordance with local laws, the ILO Indigenous and Tribal Peoples Convention (No. 169), and the UNDRIP.

## GM'S HUMAN RIGHTS PROGRAM

### GOVERNANCE

We take our responsibilities with respect to human rights seriously and address human rights issues at the highest levels. Governance includes oversight from the GM Board of Directors, with cross-functional implementation across the company and leadership from The Chief Sustainability Officer (CSO).

### HUMAN RIGHTS DUE DILIGENCE AND STAKEHOLDER ENGAGEMENT

Consistent with the UNGP and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and in accordance with this policy, GM conducts appropriate human rights due diligence. This includes clearly articulating the scope of our human rights commitments, identifying and assessing the risks salient to our business, reviewing relevant business activities and counterparties for potential human rights impacts, integrating findings

into company decision making, using our leverage to prevent and mitigate adverse human rights impacts, tracking the effectiveness of our human rights program, and communicating publicly on our efforts, as appropriate.

When we discover potential adverse human rights impacts in our operations or our supply chain, we investigate, and where appropriate, take action—including engaging with potentially affected stakeholders and/or their representatives with the aim of identifying mutually agreeable solutions or remedies and providing for or cooperating in their remediation through legitimate processes.

GM recognizes that certain raw material supply chains may present heightened human rights risks. GM seeks to align its responsible sourcing processes for such materials with relevant OECD due diligence guidance and to address these risks through supplier requirements and related sourcing standards.

We expect our suppliers to have processes in place to prevent, mitigate, and remediate adverse human rights impacts that they may cause or to which they may contribute, and we expect suppliers to cascade that expectation through their own supply chains consistent with our Supplier Code of Conduct.

We support the communities in which we operate and are committed to engaging with our stakeholders and considering their views as we conduct our business .

## REPORTING AND ENFORCEMENT MECHANISM

We encourage reporting potential concerns, and we monitor our operations and our supply chain for human rights impacts, including potential violations of our policies. As noted, where we learn of a potential issue, we investigate and take appropriate action, up to and including termination of relationships. GM’s confidential, third party-operated reporting tool, the Awareline, is available to employees, suppliers, contractors, and others to report any incidents or concerns.

We do not tolerate retaliation against anyone for raising a concern in good faith as reflected in our Non-Retaliation Policy and Code of Conduct, and our non-retaliation expectations are made clear to our suppliers in our Supplier Code of Conduct. Subject to any restrictions imposed by law, suppliers are also expected to provide a grievance mechanism, in local languages, for workers to report integrity concerns, human rights concerns, safety issues, and misconduct safely, confidentially, and without fear of reprisal.

## DISCLOSURE

We report our actions and engagement on human rights in our Human Rights Statement and other annual disclosures. This may include discussion of salient human rights risks identified across our own operations and value chain using a risk-based approach. We also make public on our website our values, principles, policies, and practices that this policy reinforces.

## ADDRESSING POTENTIAL CONFLICTS

GM operates in many different jurisdictions subject to different laws and regulations. In situations where our human rights policies are more stringent than local laws, we adhere to our own policies. In situations where laws or regulations in a particular jurisdiction conflict with our policies, we strive to apply our policies and international standards as far as local law allows.