2022 Sustainability Supplement

everybody in.

Contents

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.

GRI Content Index

GRI Standards		
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

GRI Content Index

GRI Standards		
Disclosure Number	**Disclosure Title**	**Reference/Response**
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

GRI Content Index

GRI Standards		
Disclosure Number	**Disclosure Title**	**Reference/Response**
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-Retaliation 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-Retaliation 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: • 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.

GRI Content Index

GRI Standards		
Disclosure Number	**Disclosure Title**	**Reference/Response**
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

GRI Content Index

GRI Standards		
Disclosure Number	**Disclosure Title**	**Reference/Response**
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

GRI Content Index

GRI Standards		
Disclosure Number	**Disclosure Title**	**Reference/Response**
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

GRI Content Index

GRI Standards		
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

GRI Content Index

GRI Standards		
Disclosure Number	**Disclosure Title**	**Reference/Response**
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

GRI Content Index

GRI Standards		
Disclosure Number	**Disclosure Title**	**Reference/Response**
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.

GRI Content Index

GRI Standards		
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

GRI Content Index

GRI Standards		
Disclosure Number	**Disclosure Title**	**Reference/Response**
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

GRI Content Index

GRI Standards		
Disclosure Number	**Disclosure Title**	**Reference/Response**
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.

GRI Content Index

GRI Standards		
Disclosure Number	**Disclosure Title**	**Reference/Response**
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.

GRI Content Index

GRI Standards		
Disclosure Number	**Disclosure Title**	**Reference/Response**
403-9	Work-related injuries	2022 Sustainability Supplement > Data Center > Safety > Global Workplace Safety 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. 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. In 2022, we had one high-consequence event associated to one of the described hazards (caught in conveyor). 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. 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.
403-10	Work-related ill health	2022 Sustainability Supplement > Data Center > Safety > Global Workplace Safety 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.
404	**Training and Education 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 > Social > A Team That Includes Everybody 2022 SR > Social > A Team That Includes Everybody > A Team That Includes Everybody > Unlocking Everybody's Potential 2022 SR > Social > A Team That Includes Everybody > Labor Relations 2022 SR > Social > Supply Chain > Supply Chain Engagement > Collaborating With Our Industry 2022 SR > Responsible Governance > Environmental Management and Compliance > Employee Environmental Training 2022 SR > Responsible Governance > Ethics 2022 SR > Responsible Governance > Ethics > Ethics Training and Education 2022 SR > Responsible Governance > Public Policy 2022 Sustainability Supplement > Data Center > Workforce > Global Training 2022 Sustainability Supplement > Data Center > Governance > Global Ethics
404-1	Average hours of training per year per employee	2022 Sustainability Supplement > Data Center > Workforce > Global Training 2022 Sustainability Supplement > Data Center > Workforce > Global Training Average Hours
404-2	Programs for upgrading employee skills and transition assistance programs	2022 Sustainability Supplement > Supplementary Information > Engaging With Stakeholders

GRI Content Index

GRI Standards		
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

GRI Content Index

GRI Standards		
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

GRI Content Index

GRI Standards		
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

GRI Content Index

GRI Standards		
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

Sustainability Accounting Standards Board (SASB) Response

Topic	Metric	Category	Unit of Measure	Code	Response/Comment
Activity Metric	Number of vehicles manufactured	Quantitative	Number	TR-AU-000.A	2022 Sustainability Supplement > Data Center > Environmental > Global Volume
	Number of vehicles sold	Quantitative	Number	TR-AU-000.B	2022 Sustainability Supplement > Data Center > Environmental > Global Volume
Product Safety	Percentage of vehicle models rated by NCAP programs with an overall 5-star safety rating, by region	Quantitative	Percentage (%) of rated vehicles	TR-AU-250a.1	2022 Sustainability Supplement > Data Center > Safety > Global Vehicle Safety
	Number of safety-related defect complaints, percentage investigated	Quantitative	Number, Percentage (%)	TR-AU-250a.2	General Motors reviews 100% of NHTSA Vehicle Owner Questionnaires filed for GM vehicles. As a part of Speak Up For Safety, GM investigates all submissions that have a potential vehicle safety concern.
	Number of vehicles recalled	Quantitative	Number	TR-AU-250a.3	2022 Sustainability Supplement > Data Center > Safety > Global Vehicle Safety
Labor Practices	Percentage of active workforce covered under collective bargaining agreements	Quantitative	Percentage (%)	TR-AU-310a.1	2022 Sustainability Supplement > Data Center > Workforce > Labor Relations
	(1) Number of work stoppages and (2) total days idle	Quantitative	Number, Days	TR-AU-310a.2	2022 Sustainability Supplement > Data Center > Workforce > Labor Relations
Fuel Economy & Use-Phase Emissions	Sales-weighted average passenger fleet fuel economy, by region	Quantitative	Mpg, L/km, gCO2/km, km/L Methodology: Average F/E calculated by model year as required for regulatory purposes.	TR-AU-410a.1	2022 Sustainability Supplement > Data Center > Environmental > Sales-Weighted Average Passenger Fleet Fuel Economy By Region
	Number of (1) zero emission vehicles (ZEV), (2) hybrid vehicles, and (3) plug-in hybrid vehicles sold	Quantitative	Vehicle units sold	TR-AU-410a.2	2022 Sustainability Supplement > Data Center > Environmental > Global Sales Volume Of Alternative Drive Train Vehicles
	Discussion of strategy for managing fleet fuel economy and emissions risks and opportunities	Discussion and Analysis		TR-AU-410a.3	2022 SR > Environment > Emissions Reduction Plan 2022 CDP Climate Change (C2.3, C2.4, C12.3a)

SASB Response

Topic	Metric	Category	Unit of Measure	Code	Response/Comment
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis		TR-AU-440a.1	Many of the advanced technologies in our portfolio may use minerals and materials that are potentially mined in conflict-affected and high-risk areas. To identify and mitigate human rights risk in the sourcing of these raw materials, our due diligence practices undertaken in connection with our Responsible Materials Program and our Conflict Mineral Program are aligned with the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. We enjoy strong management support for conflict mineral supply chain due diligence. A compliance committee comprised of cross-functional GM leaders and an executive steering committee provide leadership and direction for the program Also refer to: 2022 SR > Environment > Designing for the Environment > Sustainable Materials 2022 SR > Environment > Designing for the Environment > Circular Economy 2022 SR > Social > Supply Chain > Sourcing Strategic Raw Materials 2022 SR > Social > Supply Chain > Supply Chain Disruption
Materials Efficiency & Recycling	Total amount of waste from manufacturing, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	TR-AU-440b.1	2022 Sustainability Supplement > Data Center > Environmental > Global Waste
	Weight of end-of-life material recovered, percentage recycled	Quantitative	Metric tons (t), Percentage (%) Methodology: Percentage is weight of recovered and recycled EOL material divided by total EOL recovered material	TR-AU-440b.2	2022 Sustainability Supplement > Data Center > Environmental > Global Waste GM does not compile this information outside of the EU where the End of Life Vehicle (ELV) law requires OEMs to have programs to retrieve and recycle our vehicles. No other region of sale has this requirement. However, the automobile is considered the most reused and recycled product in the marketplace. In North America and other regions, there is a well-established automotive dismantling industry that manages this activity. Per the Automotive Recyclers Association, the professional automotive recycling industry recycles over 4 million motor vehicles annually in the United States and Canada alone. The U.S. automotive recycling industry employs over 140,000 people in the United States at more than 9,000 locations around the country, generating $32 billion in sales nationwide. Per The Balance Small Business Sustainable Businesses/Metal Recycling website,* each year, over 25 million tons of materials are recycled from old vehicles.
	Average recyclability of vehicles sold	Quantitative	Percentage (%) by sales-weighted weight (metric tons) Methodology: Percentage is weight of components/ materials in vehicle sold that are recyclable divided by total weight of all vehicles sold.	TR-AU-440b.3	2022 Sustainability Supplement > Data Center > Environmental > Global Waste

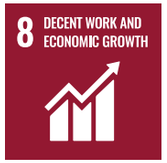
*Auto or Car Recycling Facts and Figures, Facts about car or automobile recycling, by Rick LeBlanc updated August 06, 2019.

United Nations Sustainable Development Goals (UN SDGs)

The 2030 Agenda for Sustainable Development, adopted by all United Nations (UN) Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries—developed and developing—in a global partnership. The UN Secretary-General developed the SDG Ambition Benchmarks for the UN Global Compact to enable companies to set ambitious targets in areas that will contribute to achieving the SDGs. Below you can find how GM has mapped their most material topics and strategic priorities to targets within these 17 goals and ambition benchmarks.

Goal	GM Material Topic	Key Stakeholders	Most Relevant SDG Targets	GM Aligned Targets and Examples of Contributions
	• Human Rights • Climate Risk & Resilience • Supply Chain Labor Conditions	Customers Communities Employees	**1.2** By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions **1.3** Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable **1.5** By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters	2022 SR > Our Sustainability Strategy > Our Sustainability Journey 2022 SR > Social > Human Rights 2022 SR > Social > Climate Action Framework 2022 SR > Social > Supply Chain 2022 Corporate Giving Report
	• Vehicle Safety • Community Engagement	Customers Communities Employees	**3.6** By 2020, halve the number of global deaths and injuries from road traffic accidents **3.9** By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	2022 SR > Our Sustainability Strategy > Our Sustainability Journeyy 2022 SR > Social > Safety 2022 Corporate Giving Report
	• STEM Education • Community Engagement	Communities Employees	**4.3** By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university **4.4** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	2022 SR > Our Sustainability Strategy > Our Sustainability Journey 2022 SR > Social > A Team That Includes Everybody 2022 SR > Social > Communities 2022 Corporate Giving Report
	• Diversity, Equity & Inclusion • Supplier Diversity	Communities Employees	**5.1** End all forms of discrimination against all women and girls everywhere **5.5** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life **5.b** Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	2022 SR > Our Sustainability Strategy > Our Sustainability Journey 2022 SR > Social > A Team That Includes Everybody 2022 SR > Social > Supply Chain 2022 Corporate Giving Report

UN SDGs

Goal	GM Material Topic	Key Stakeholders	Most Relevant SDG Targets	GM Aligned Targets and Examples of Contributions
	• Supply Chain Environmental Impacts • Water Management • Biodiversity & Ecosystem Health	Customers Communities Employees	**6.3** By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally **6.4** By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity **6.5** By 2030, implement integrated water resources management at all levels, including through transboundary cooperation as appropriate **6.6** By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes	**Goal:** Reducing water intensity by 35% by 2035 against a 2010 baseline. 2022 SR > Our Sustainability Strategy > Assessing Priorities 2022 SR > Environment > Designing for the Environment > Circular Economy 2022 SR > Environment > Designing for the Environment
	• Climate Risk & Resilience • Operational GHG • Supply Chain Environmental Impacts • STEM Education	Customers Communities Employees	**7.2** By 2030, increase substantially the share of renewable energy in the global energy mix **7.3** By 2030, double the global rate of improvement in energy efficiency **7.a** By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology	**Goal:** Reduce energy intensity in operations by 35% against a 2010 baseline. **Goal:** Sourcing 100% of our electricity for our U.S. sites from renewable sources by 2025. 2022 SR > Environment > Our Energy Strategy 2022 SR > Social > Climate Action Framework 2022 SR > Social > Communities 2022 Corporate Giving Report
	• Employee Recruitment, Retention & Development • Diversity, Equity & Inclusion • Community Development	Employees Communities	**8.2** Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value-added and labor-intensive sectors **8.4** Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead **8.5** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	2022 SR > Our Sustainability Strategy > Our Sustainability Journey 2022 SR > Social > A Team That Includes Everybody 2022 SR > Social > Safety 2022 SR > Social > Supply Chain 2022 Corporate Giving Report
	• Product GHG Emissions • EV Infrastructure • Socially Responsible Innovation	Shareholders Customers Communities	**9.4** By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	**Goal:** Eliminate tailpipe emissions from new U.S. light-duty vehicles by 2035. **Goal:** Have 100% returnable, viably recyclable, reusable, or compostable packaging by 2030. 2022 SR > Our Sustainability Strategy > Our Sustainability Journey 2022 SR > Innovation > Advancing Electrification and Autonomy 2022 SR > Environment > Our Energy Strategy 2022 Corporate Giving Report

UN SDGs

Goal	GM Material Topic	Key Stakeholders	Most Relevant SDG Targets	GM Aligned Targets and Examples of Contributions
	• Diversity, Equity & Inclusion • Supplier Diversity • Community Development	Shareholders Customers Employees	**10.2** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status **10.3** Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard **10.4** Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	2022 SR > Our Sustainability Strategy > Our Sustainability Journey 2022 SR > Social > A Team That Includes Everybody 2022 SR > Social > Supply Chain 2022 SR > Social > Communities 2022 Corporate Giving Report
	• Product GHG Emissions • EV Infrastructure • Socially Responsible Innovation • Community Development	Shareholders Customers Employees Communities	**11.2** By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons **11.3** By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries. **11.6** By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management	**Goal:** Sourcing 100% of our electricity for our U.S. sites from renewable sources by 2025. 2022 SR > Our Sustainability Strategy > Our Sustainability Journey 2022 SR > Our Sustainability Strategy > Our Priorities 2022 SR > Environment > Our Energy Strategy 2022 SR > Social > Communities 2022 Corporate Giving Report
	• Circular Economy • Waste Management	Shareholders Customers Communities	**12.2** By 2030, achieve the sustainable management and efficient use of natural resources **12.4** By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment **12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	**Goal:** Diverting more than 90% of our total operational waste from landfills, incinerators, and energy recovery facilities by 2025. **Goal:** Have 100% returnable, viably recyclable, reusable, or compostable packaging by 2030. 2022 SR > Environment > Designing for the Environment 2022 Corporate Giving Report
	• Climate Risk & Resilience	Shareholders Customers Employees Communities	**13.2** Integrate climate change measures into national policies, strategies and planning	**Goal:** Reduce Scope 1 and 2 emissions by 72%, and Scope 3 by 51% by 2035 from a 2018 baseline. **Goal:** Eliminate tailpipe emissions from new U.S. light-duty vehicles by 2035. 2022 SR > Our Sustainability Strategy > Our Sustainability Journey 2022 SR > Our Sustainability Strategy > Our Priorities 2022 SR > Environment > Our Energy Strategy 2022 SR > Social > Climate Action Framework 2022 SR > Social > Communities 2022 Corporate Giving Report

UN SDGs

Goal	GM Material Topic	Key Stakeholders	Most Relevant SDG Targets	GM Aligned Targets and Examples of Contributions
	• Biodiversity & Ecosystem Health • Supply Chain Environmental Impacts • Water Management	Shareholders Customers Employees Communities	**15.1** By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements **15.5** Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species	2022 SR > Our Sustainability Strategy > Our Sustainability Journey 2022 SR > Our Sustainability Strategy > Our Priorities 2022 SR > Environment > Designing for the Environment 2022 Corporate Giving Report
	• Business Ethics	Shareholders Customers Communities	**16.5** Substantially reduce corruption and bribery in all their forms **16.6** Develop effective, accountable and transparent institutions at all levels	2022 SR > Our Sustainability Strategy > Our Sustainability Journey 2022 SR > Our Sustainability Strategy > Our Priorities 2022 SR > Social > A Team That Includes Everybody 2022 SR > Social > Human Rights 2022 SR > Social > Supply Chain 2022 SR > Social > Communities 2022 SR > Governance > Corporate Governance 2022 Corporate Giving Report
	• Product GHG Emissions • EV Infrastructure • Socially Responsible Innovation	Shareholders Customers Employees Communities	**17.6** Enhance North-South, South-South and triangular regional and international cooperation on and access to science, technology and innovation and enhance knowledge sharing on mutually agreed terms, including through improved coordination among existing mechanisms in particular at the United Nations level, and through a global technology facilitation mechanism. **17.7** Promote the development, transfer, dissemination and diffusion of environmentally sound technologies to developing countries on favourable terms, including on concessional and preferential terms, as mutually agreed.	**Goal:** Strategic suppliers completing both CDP and EcoVadis last year. 2022 SR > Our Sustainability Strategy > Our Sustainability Journey 2022 SR > Our Sustainability Strategy > Our Priorities 2022 SR > Environment > Our Energy Strategy 2022 SR > Social > Communities 2022 Corporate Giving Report

Supplementary Information

Engaging With Stakeholders

Much of our success depends on the relationships we build inside and outside the company, and our engagement with our stakeholders. Many of our business functions engage with these groups in a variety of ways, from research studies and focus groups to press briefings and community meetings, to share information, understand and address concerns, inform business decisions and advance progress toward our ESG goals.

Who We Engage With	Why It Matters	Examples of Engagement
CUSTOMERS (Individual and Fleet)	We want customers for life to ensure the long-term sustainability and profitability of our business in a competitive and changing marketplace.	• Understanding which vehicle attributes customers value through satisfaction surveys • Using the Voice of Customer platform to understand and act on our customers' priorities • Educating customers on the benefits of EVs through EV Live and our vehicle brand mobile apps
INVESTORS AND ANALYSTS	Many investors increasingly value greater disclosure and transparency, including information related to ESG topics and performance.	• Maintaining an extensive shareholder engagement program with institutional shareholders and other stakeholders to give the Board and management feedback on critical topics • Annual dialogue with a diverse group of stakeholders through Ceres, a nonprofit organization, to provide recommendations and feedback that are used to inform our sustainability goals and progress • Senior leadership and the Investor Relations Team participating in investor conferences, meetings with investors and other individual engagements • Disclosing our ESG performance through ESG ratings and reporting frameworks
EMPLOYEES (Current and Potential)	We must attract, retain and develop top talent to remain innovative and build competitive advantage.	• Conducting short "pulse" surveys twice a year, as well as a global Workplace of Choice survey every two years • Using our employee resource groups (ERGs), ERG Summit and ERG Week to foster collaboration and build an inclusive culture • Holding regular conversations with labor partners such as the United Auto Workers, and having our leadership team regularly visit our plants and speak with employees • Understanding employee concerns through Awareline, Speak Up For Safety and other communication tools
SUPPLIERS (Tier I and Beyond)	As our vehicles become more complex and we continue to work to make our supply chain more sustainable, we need strong and collaborative relationships with suppliers around the world.	• Sharing policies and best practices through the Supplier Safety Council, Supplier Business Meetings and our SupplyPower portal • Recognizing and honoring top performers with the Supplier of the Year program, including a specific award for sustainability • Suppliers completing the CDP supply chain questionnaire and EcoVadis assessment to support policies and practices, including in relation to human rights issues • Employing annual self-verification surveys to validate supplier compliance with our Supplier Code of Conduct • Building supply chains that are sustainable and socially responsible by participating in programs such as the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI), among others

Supplementary Information

Who We Engage With	Why It Matters	Examples of Engagement
DEALERS (Including Dealer Councils)	Dealers represent our brands within their communities, and we rely on them to help us create an enjoyable and informative customer experience.	• Engaging dealerships through our National Dealer Councils • Training dealers through our EV Academy and our new microtraining platform, Trivie • Offering support and advocacy through our Minority Dealer Development Council and Women's Dealer Advisory Council • Regular and active communication with the National Automobile Dealers Association
COMMUNITIES	Supporting and being engaged in the communities where our employees live and work is directly linked to the health of our business. We also have a strategic interest in helping equip students from all backgrounds with future industry-relevant skills, supporting an accelerated path to the science, technology, engineering and mathematics (STEM) talent pipeline.	• Sponsoring robust STEM learning opportunities • Working with academic and nonprofit partners to educate community members on the importance of driving safety and seat belt use • Hosting events, community roundtables and “Open House” plant tours, and maintaining newsletters sharing updates about GM's outreach, philanthropy and local investments • Collaborating closely with professional organizations, such as the Society of Women Engineers, the Society of Hispanic Professional Engineers, the American Indian Science and Engineering Society, and the National Society of Black Engineers
GOVERNMENTS (National, State/Provincial and Local)	We share information about our business with government representatives at all levels to inform the development of policies that help us realize our vision and meet our goals.	• Engaging with U.S. policymakers on climate change matters, as detailed in our Sustainability Advocacy Report
NONGOVERNMENTAL ORGANIZATIONS (NGOs) (Environmental and Social)	NGOs provide us with insight and guidance on emerging topics, while collaborating with us to address pressing issues.	• Partnering with nonprofits on issues such as resource conservation, climate change, human rights, education, diversity and vehicle safety • GM and the Environmental Defense Fund have made joint recommendations to the EPA when drafting new vehicle standards, with a view to accelerating EV adoption and supporting underserved communities • Collaborating with organizations like the RMI, the National Wildlife Federation and the Climate Registry at one of the most critical global climate conferences, COP27, in Sharm el-Sheikh, Egypt

Employee Benefits by Country

United States

Paid Family Leave/Disability Leave
GM provides salaried employees up to 12 weeks of paid family leave per year to care for a family member with a serious health condition or to bond with a child added to their family. In 2022, 2,186 employees took an average of 35 days of Paid Family Leave. This leave is provided in addition to the six to eight weeks of disability leave available to birth mothers. Employees are also eligible to apply for unpaid time off under GM's Dependent Care Leave Policy, which provides job protection for up to 12 months.

GM provides represented and salaried employees with short-term disability benefits for up to one year with wage replacement ranging from 60% to 100% of base pay. In 2022, 13,196 employees—14% of the U.S. workforce—took short-term disability leave.

After short-term disability benefits cease, company-provided long-term disability benefits are available to employees. Long-term disability benefits are payable up to age 65, depending on seniority, employee type and hire date, and provide for wage replacement at a rate between 50% and 60% of base pay.

Employee/Family Assistance
The Family Care Assistance Program provides salaried employees access to back-up child/elder care, a subscription to Sittercity.com to source care needs and a program to provide specialized assistance to support employees with children who have developmental needs.

Additionally, GM salaried employees are eligible to use a combined lifetime maximum benefit of up to $40,000 to reimburse for expenses associated with fertility treatments, adoption and/or surrogacy. Plus, personalized navigation assistance is offered to find the best clinical care and adoption or donor-assisted reproduction support teams.

Retirement, Savings and Profit Sharing
Represented employees, based on their service date, are eligible to accrue service in the GM Hourly-Rate Employees Pension Plan or receive a 6.4% GM Retirement Contribution and $1 per hour contribution, up to 40 hours per week (and up to 2,080 hours per year), to their GM Personal Savings Plan account (401(k)). The salaried workforce receives a 4% retirement contribution and the opportunity for a 4% matching contribution to their 401(k) account. Employees are also eligible for represented profit sharing or salaried bonus payments tied to the company achieving specific targets.

Canada

Pregnancy and Parental Leaves
In conjunction with government benefits, employees are eligible for up to 75% of their base salary for up to 12 months, based on the qualifications for that specific leave type.

Pension and Savings
GM provides a Defined Contribution Pension Plan for employees. The hourly plan requires a 4% employee contribution and GM provides a 4% company contribution. If an employee contributes an additional 1%, GM will contribute an additional 2% of pensionable earnings. The salaried plan offers a 4% company contribution and the opportunity for a 4% match contribution toward a registered pension plan. All contributions are capped at current income tax limits.

Tuition Assistance
Salaried employees are eligible for tuition reimbursement up to a maximum of $8,000 CAD per calendar year for undergraduate, graduate or doctorate-level education. After eight years of service, hourly employees can receive tuition assistance of $1,300 annual reimbursement for each eligible dependent enrolled in a full-time or certificate program at an accredited U.S. or Canadian university or community college.

Mexico

Pension and Savings
GM provides salaried employees with a Defined Benefit Pension Plan, provided they meet certain service and age requirements.

In addition, all salaried and hourly employees can contribute up to 13% of their salary (or the legal cap) into a Savings Fund each pay period. GM matches the amount up to the legal cap on an annual basis.

Other Benefits
Salaried employees with at least two years of seniority, and with leadership approval, may be reimbursed for up to 90% of their tuition costs (capped at MXN $100,000/year) based on class performance up to a maximum of three years. GM also provides a scholarship program for hourly employees' children from the amount of MXN $2,400 to MXN $6,000 per year, depending on the location.

In addition, employees receive a food coupon up to a legal cap or 11% of salary, whichever is greater. GM subsidizes a portion of the employees' meal costs at the on-site cafeteria as well.

For all sites, GM provides a subsidized transportation/bus service for hourly employees.

For hourly and salaried employees, GM provides additional vacation days above regulatory requirements and pays above the mandatory requirements for the Christmas bonus and Sunday/vacation time for certain locations.

Brazil

Paid Time Off/Additional Assistance
Female employees receive 180 days of maternity leave and are eligible for childcare assistance, according to the collective agreement of their locality.

Female employees are entitled to a breastfeeding leave for two half-hour periods during the working day, or eight consecutive days after maternity leave until the child is six months old and 30 days of paid rest in the event of a miscarriage, according to the collective agreement of their locality.

Tuition Assistance
Tuition is paid at 50% for employees' undergraduate, graduate or doctorate-level education. This is subject to certain requirements, provided there is applicability to their current role and development plan. GM also offers discounts for employees for language schools and universities.

Pension and Savings
We provide a Defined Contribution Plan for employees earning a specific base salary. Employees can contribute to the plan, and GM matches 50% of the total basic contribution. In addition, we provide a general contribution for employees earning a specific base salary.

China

Paid Time Off/Additional Assistance
Marriage leave is provided for wedding preparation and honeymoon. Employees can also apply for unpaid personal leave to handle private matters. Employees can take up to 158 days of maternity leave. Paternity leave is offered within three months after the birth of a child/children. Employees also receive five days of leave, per child, each year until their child turns three. Sick leave of five or ten days is also provided depending on length of service.

Local Chinese employees in Beijing can get a winter heating allowance of up to 1,800 yuan per person per year. Employees will also receive a clothing allowance of 500 yuan on the anniversary date of employment. Additionally, an internal housing fund is paid to local employees to support them in purchasing or renting a house.

Fair and Competitive Wage
We pay fair and competitive wages and provide benefits that meet or exceed applicable legal requirements.

Data Center

The Data Center is limited to GM's automotive operations conducted through certain of its consolidated subsidiaries. Global data includes data related to our automotive China joint ventures. In some instances, certain data from an earlier period that was previously published in other locations has been updated, where appropriate. Certain amounts may not add due to rounding.

Environmental	2020	2021	2022
Global Emissions			
Direct (Scope 1) GHG Emissions			
Direct (Scope 1) GHG Emissions (gross direct) (metric tons CO2e)[1,2]	1,214,124	1,252,906	1,466,452
Indirect (Scope 2) GHG Emissions			
Gross Location-Based Indirect Emissions (metric tons CO2e)[1,3]	3,087,816	2,881,767	2,996,074
Gross Market-Based Indirect Emissions (metric tons CO2e)[1,3]	2,599,822	2,150,694	2,078,738
Other Indirect (Scope 3) GHG Emissions[4]			
Other Indirect (Scope 3) GHG Emissions (gross indirect) (metric tons CO2e)	296,411,327	286,427,945	272,722,604
Other Indirect (Scope 3) GHG Emissions (gross indirect) Purchased Goods and Services (metric tons CO2e)	●	38,440,493	49,388,347
Other Indirect (Scope 3) GHG Emissions (gross indirect) Use of Sold Products (metric tons CO2e)	247,432,799	233,167,875	208,553,229
Other Indirect (Scope 3) GHG Emissions (gross indirect) Other (metric tons CO2e)	●	14,819,577	14,781,028
Other			
NOX (metric tons) (nitrogen oxides emissions)[5]	14,930	966	1,099
SOX (metric tons) (sulfur oxides emissions)[5]	26	43	34
VOC (metric tons) (VOC emissions)[6]	●	12,443	13,128

1 Baseline year 2018, and includes all facilities under GM operational control. Calculation includes CO2, CH4 and N20. Reporting is based on GHG Protocol, and the source of emission factors is regulatory or IPCC Good Practice Guidelines.
2 GM's scope 1 emissions are generated from use of fossil fuels, mostly natural gas for process and building heat.
3 GM's scope 2 emissions are mostly from electricity used in our operations for process and building with some purchased steam and delivered heat by third parties.
4 GM's scope 3 emissions are calculated in reference to the GHG Protocol (https://ghgprotocol.org/) for all 15 categories. Category 11, use of sold products, is calculated using the Well to Wheels (WTW) method, consistent with the Science Based Targets Initiative's requirements.
5 Emissions from on-site stationary sources within reporting footprint boundaries, based on AP 42 Factors or site-specific measured emission factors.
6 VOC emissions from Elpo, Primer, Topcoat, Final Repair and Cleaning Solvents at our Assembly plants within our footprint boundaries, which are considered the major sources of VOC emissions.

● Not Reported

Environmental			
	2020	2021	2022
Global Volume (thousands of units)			
Total Number of Vehicles Manufactured	6,156	5,596	6,094
Total Number of Vehicles Sold	6,826	6,296	5,939
Sales by Region (thousands of units)			
Sales by Region (North America)	2,924	2,574	2,680
Sales by Region (South America)	470	394	452
Sales by Region (Asia Pacific, Middle East, Africa)	3,431	3,326	2,805
U.S. Sales as a Percentage of Industry			
U.S. Sales as a Percentage of Industry—Trucks	49%	55%	55%
U.S. Sales as a Percentage of Industry—Cars	9%	6%	9%
U.S. Sales as a Percentage of Industry—Crossovers	41%	39%	36%
Global EV Portfolio			
Global Models with Some Form of Electrification[7]	21	18	21
Percent Sales Share of All-Electric Models	99%	97%	98%
Percent Share of Plug-In Hybrids and Hybrids	1%	3%	2%
Global Electric Portfolio[8]	202,623	493,343	554,694
Global Sales Volume of Alternative Drive Train Vehicles			
ZEV	200,268	479,963	542,332
Plug-in Hybrid	2,220	13,365	12,361
Advanced Powertrain Technologies (Percent of Total U.S. Volume)			
Stop-Start Technology	84%	74%	76%
Aero-Shutter	●	83%	93%
Engine/Transmission Management	●	56%	65%
High Efficiency Alternators (72%+)	●	88%	85%
Downsized-Turbo Engines	35%	32%	45%
Advanced Transmissions	72%	82%	81%

7 Excluding discontinued models.
8 Global sales volume for total EVs and hybrids.

● Not Reported

Environmental			
	2020	2021	2022
Sales-Weighted Average Passenger Fleet Fuel Economy by Region (gCO2/km)[9]			
USA	280	301	290
China	206	206	194
Brazil	195	201	200
Total	240	246	233
Global Energy			
Global Energy Consumption Within the Organization (in GJ)			
Total Fuel Consumption from Nonrenewable Sources (including heating)	21,637,064	21,048,701	24,991,559
Total Electricity Consumption (including cooling)	21,749,775	21,489,324	23,438,387
Steam Consumption	1,113,784	938,548	988,443
Total Fuel Consumption from Renewable Sources	860,141	1,713,704	1,233,302
Total Energy Consumption	45,407,476	45,190,276	50,652,702
Energy Intensity (MWh/vehicle)[10]	2.06	2.25	2.27
Global Reduction (Increase) of Energy Consumption (in GJ)	●	1,970,953	976,990
Renewable Energy as a % of Global Electricity Use[11]	23%	25%	30%
Global Renewable Energy (MWh)	1,398,047	1,499,494	1,977,727
Renewable Energy as a % of U.S. Electricity Use[11]	●	47%	55%
Global Water[12]			
Total Water Withdrawal by Source (megaliters)	25,554	25,340	27,325
Groundwater	2,572	2,649	3,193
Third-Party Water	22,982	22,691	24,131
Total Water Withdrawal from All Areas with Water Stress, by Source (megaliters)			
Groundwater	875	1,334	1,479
Third-Party Water	1,083	1,317	622

● Not Reported

9 Data aligns with SBTi for Scope 3, use of sold products. The SBTi standards require well-to-wheel (from fuel production to vehicle driving) for vehicle CO2 intensity (gCO2e/km) calculations.
10 This is based on the production of 6,075,449 light-duty vehicles and includes all of our energy sources. The boundary for this is within the scope of our organization.
11 2035 goal of 100%; We are making significant progress toward our goal through physical and virtual power purchase agreements and on-site renewable energy projects, such as solar arrays and landfill gas projects. We have secured the renewable energy we need to power our U.S. operations with renewable energy by 2025.
12 Water data, other than municipal and well water, is collected from global facilities.

Environmental			
	2020	2021	2022
Global Water (cont.)[13]			
Total Water Withdrawal by Source			
Freshwater (<1,000 mg/L total dissolved solids)	22,982	22,691	24,131
Other Water (>1,000 mg/L total dissolved solids)	2,572	2,649	3,193
Water Discharge by Destination (megaliters)			
Surface Water	11,410	2,682	3,130
Groundwater	97	317	1,076
Third-Party Water	13,550	13,047	13,215
Total Water Discharge by Category (megaliters)			
Freshwater (>1,000 mg/L total dissolved solids)	24,960	16,046	17,420
Other Water (>1,000 mg/L total dissolved solids)	97	●	●
Total Water Discharge to All Areas with Water Stress, by Category[14]			
Total	1,377	1,178	1,992
Water Discharge by Quality and Destination (million m^3)			
Direct Discharge (to surface water body)	11.41	2.68	3.13
Indirect Discharge (to treatment facility)	13.55	13.05	13.21
Discharge to Groundwater	0.10	0.32	1.08
Total Water Consumption from All Areas (megaliters)[15]	7,666	7,602	8,197
Total Water Consumption from All Areas with Water Stress (megaliters)[13]	588	795	958
Municipal	●	90%	88%
Well Water	●	10%	12%
Water Intensity (M^3/vehicle)[16]	4.17	4.54	4.50

13 Water data, other than municipal and well water, is collected from global facilities.
14 Represents metered wastewater discharge from all manufacturing facilities and some nonmanufacturing facilities.
15 Engineering estimate from site water balance for evaporation in Assembly plants = 30%. Using standard calculation: Withdrawal—Discharge is inaccurate due to ground water infiltration at plant discharge.
16 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. Intensity is calculated by Withdrawal / vehicle production (M-Schedule where we monitor water use).

● Not Reported

Environmental			
	2020	2021	2022
Global Waste[17]			
Total Waste Generated (metric tons to nearest whole number)	●	1,464,097	1,486,646
Metals & Metal Scrap	●	914,932	954,684
Foundry	●	198,382	157,369
Corrugated & Cardboard	●	67,360	77,570
Wood	●	70,481	72,177
Trash, Nonhazardous from Plant	●	47,690	52,756
Grinding Swarf	●	28,401	24,584
Oils & Greases, Lubricating	●	22,129	29,958
Sludges, Other	●	19,870	21,166
Sludges, Paint	●	9,780	8,941
Painting & Coating Wastes	●	14,747	14,698
Other	●	70,326	72,742
Total Waste Diverted from Disposal (metric tons to nearest whole number)	●	1,211,064	1,334,041
Metals & Metal Scrap	●	914,864	954,575
Foundry	●	49,510	116,428
Corrugated & Cardboard	●	67,260	77,570
Wood	●	64,442	66,318
Trash, Nonhazardous from Plant	●	654	486
Grinding Swarf	●	28,290	24,417
Oils & Greases, Lubricating	●	21,002	27,157
Sludges, Other	●	3,796	4,779
Sludges, Paint	●	93	122
Painting & Coating Wastes	●	10,184	10,126
Other	●	50,967	52,064

17 Waste generated from global facilities within the Zero Waste Program. This does not include construction, demolition or remediation waste.

● Not Reported

Environmental			
	2020	2021	2022
Global Waste (cont.)[18]			
Total Waste Directed to Disposal (metric tons to nearest whole number)	●	253,033	152,605
Metals & Metal Scrap	●	67	109
Foundry	●	148,872	40,941
Wood	●	6,039	5,859
Trash, Nonhazardous from Plant	●	47,035	52,269
Grinding Swarf	●	111	168
Oils & Greases, Lubricating	●	1,127	2,802
Sludges, Other	●	16,074	16,387
Sludges, Paint	●	9,687	8,819
Painting & Coating Wastes	●	4,563	4,573
Other	●	19,358	20,678
Hazardous Waste by Type and Disposal Method (metric tons to nearest whole number)			
Hazardous Total	45,131	42,080	45,571
Reuse	912	716	459
Recycling	9,853	8,391	9,934
Composting	22	●	–
Recovery, Including Energy Recovery	17,401	17,116	19,072
Incinerating (mass burn)	10,894	10,534	11,366
Landfill	1,909	1,606	1,447
Other	4,140	3,718	3,292
Nonhazardous Waste by Type and Disposal Method (metric tons to nearest whole number)			
Nonhazardous Total	1,364,710	1,422,017	1,441,075
Reuse	50,995	55,699	131,191
Recycling	1,109,345	1,123,928	1,173,151
Composting	4,064	4,281	3,702
Recovery, Including Energy Recovery	29,039	32,265	35,828
Incinerating (mass burn)	5,727	4,445	1,272

18 Waste generated from global facilities within the Zero Waste Program. This does not include construction, demolition or remediation waste.

● Not Reported

Environmental			
	2020	2021	2022
Global Waste (cont.)[19]			
Landfill	157,909	187,069	83,620
Other	7,631	14,330	12,311
Total Waste by Type and Disposal Method (metric tons to nearest whole number)			
Total Waste Generated	1,409,841	1,464,097	1,486,646
Reuse	51,907	56,415	131,651
Recycling	1,119,199	1,132,319	1,183,085
Composting	4,086	4,281	3,702
Recovery, Including Energy Recovery	46,440	49,380	54,901
Incinerating (mass burn)	16,621	14,978	12,638
Landfill	159,818	188,674	85,067
Other (includes microwaving, enclaves, plasma processing and other treatments)	11,771	18,048	15,603
Waste Diversion Rate[20]	●	86%	91.8%
Average Recyclability of Vehicles[21]	85%	85%	85%
Recycled Plastics in GM Vehicles (pounds)			
Wheelhouse Liners (recycled PET plastic made into fiber)[22]	●	11,000,000	12,600,000
HVAC Ducts	●	2,000,000	4,500,000
Center Console	●	1,800,000	1,800,000
Interior Door Skin	●	●	1,500,000
Window Support Brackets (nylon)	●	1,300,000	1,300,000
Door Trim	●	●	900,000
Underbody Shields	●	644,341	632,000
Active Grill Shutters	●	●	250,000
Hubcaps	●	●	245,000
Horn Housings	●	●	210,000
Fans and Fan Shrouds (pounds of water bottles recycled)	●	165,375	165,000
Significant Spills[23]	●	1	1

19 Waste generated from global facilities within the Zero Waste Program. This does not include construction, demolition or remediation waste.
20 GM Zero Waste represents the percentage of waste diverted from landfill, incinerators and energy recovery compared to a three-year average (2017–2019) baseline of total operational waste generated.
21 We enable, by mass, more than 85% reuse or recycling of our current vehicles at the end of their life. Uses ISO 22628 (Road Vehicles—Recyclability and Recoverability—Calculation Method).
22 Pounds of water bottles recycled.
23 GM defines significant spill as a spill that impacts environmental reserves.

● Not Reported

Safety	2020	2021	2022
Global Workplace Safety			
Lost Workday Case Rate (GM employees)[24]	1.40	2.28	1.96
Lost Workday Case Rate (Contractors)[24]	0.25	0.33	0.37
Number of Work-Related Incidents Resulting in Death (GM Employees, Contracted Workers and Contractors)	1	2	–
Recordable Incident Rate (GM Employees, Contracted Workers and Contractors)[25]	6.45	6.84	6.67
Occupational Illness Frequency Rate			
Employees (number/million work hours)	1.87	2.15	1.29
Data coverage (% of employees)	98%	98%	100%
Global Vehicle Safety			
Vehicle Volume for GM Safety & Noncompliance Recalls: Global (vehicle volume in millions)	1.85	9.67	4.57
Vehicle volume for GM Safety & Noncompliance Recalls: North America (vehicle volume in millions)	1.65	9.34	3.98
Number of Recalls (with fewer than 10,000 vehicles)	30	34	30
Number of GM Safety & Noncompliance Recalls: Global	57	60	44
Number of GM Safety & Noncompliance Recalls: North America	43	47	36
Number of Speak Up For Safety Submissions Since Program Inception	32,917	35,842	38,937
Vehicle Models Rated by NCAP Programs With an Overall 5-Star Safety Rating, by Region (%)			
U.S.	56%	54%	53%
China	88%	100%	100%
South Korea	71%	83%	83%
Latin America	31%	36%	38%
Australasia	100%	●	●
ASEAN	50%	●	●

24 Number of lost workday cases due to injuries and illnesses per 1,000,000 work hours. 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.

25 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.

● Not Reported

Workforce[26,27]						
	2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage
Global Employees by Region						
Total	143,684	●	146,059	●	154,113	●
North America	109,496	76.2%	112,717	77.2%	119,925	77.8%
South America	16,728	11.6%	17,451	11.9%	17,986	11.7%
International	17,460	12.2%	15,891	10.9%	16,202	10.5%
Global Employees by Type and Region[28]						
Regular						
Total	●	●	●	●	148,722	●
North America	●	●	●	●	114,934	77.3%
South America	●	●	●	●	17,721	11.9%
International	●	●	●	●	16,067	10.8%
Temporary[29]						
Total	●		●		5,391	●
North America	●	●	●	●	4,991	92.6%
South America	●	●	●	●	265	4.9%
International	●	●	●	●	135	2.5%

26 All data presented in the workforce section excludes employees of DMAX Ltd, which was founded in 1999 as a joint venture and became a wholly owned subsidiary of GM in May 2022.
27 All gender, race and ethnicity information is self-reported and may not fully reflect the actual number of employees within each category, therefore totals may not equal to the sums of the categories.
28 Beginning 2023 for 2022YE, there was a change in methodology for capturing Regular/Permanent and Temporary employees. Regular/Permanent includes "Employee Type" of Apprentice, Fixed Term, PIMS and Regular. Temporary includes "Employee Type"—Temporary, Casual, Seasonal, Intern and Co-op.
29 Temporary is primarily U.S. hourly represented, nonseniority employees.

● Not Reported

Workforce[26,27]						
	2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage
Global Employees by Employment Type and Region						
Full-time						
Total	●	●	●	●	151,385	●
North America	●	●	●	●	117,453	77.6%
South America	●	●	●	●	17,783	11.7%
International	●	●	●	●	16,149	10.7%
Part-time						
Total	●	●	●	●	2,728	●
North America	●	●	●	●	2,472	90.6%
South America	●	●	●	●	203	7.4%
International	●	●	●	●	53	1.9%
Global Employees Non-Guaranteed Hours by Region[30]						
Total	●	●	●	●	603	●
North America	●	●	●	●	602	99.8%
South America	●	●	●	●	1	0.2%
International	●	●	●	●	0	–%

30 Non-guaranteed hours includes casual and seasonal employees.

● Not Reported

Workforce[26,27]						
	2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage
Global Workforce by Type and Gender[31]						
Regular Employees						
Total	138,469	●	142,580	●	148,722	●
Male	107,622	77.7%	109,327	76.7%	112,897	75.9%
Female	30,847	22.3%	33,253	23.3%	35,825	24.1%
Temporary Employees[32]						
Total	5,215	●	3,477	●	5,391	●
Male	3,031	58.1%	2,093	60.2%	3,264	60.5%
Female	2,184	41.9%	1,384	39.8%	2,127	39.5%
Managers[33]						
Total	9,425	●	12,696	●	13,945	●
Male	7,464	79.2%	9,818	77.3%	10,622	76.2%
Female	1,961	20.8%	2,878	22.7%	3,323	23.8%
Non-Managers[34]						
Total	134,259	●	133,361	●	140,168	●
Male	103,189	76.9%	101,602	76.2%	105,539	75.3%
Female	31,070	23.1%	31,759	23.8%	34,629	24.7%

31 Beginning 2023 for 2022YE, there was a change in methodology for capturing Regular/Permanent and Temporary employees. Regular/Permanent includes "Employee Type" of Apprentice, Fixed Term, PIMS and Regular. Temporary includes "Employee Type"–Temporary, Casual, Seasonal, Intern and Co-op.
32 Temporary is primarily U.S. hourly represented, nonseniority employees.
33 The definition of manager changed between 2020 and 2021. In 2020, manager is defined to be salaried employees that are level 8 and above. Starting in 2022 for 2021YE, manager is defined as salaried employees with either salaried for hourly direct reports.
34 Non-managers includes salaried employees without salary or hourly direct reports plus total hourly population.

● Not Reported

Workforce[26,27]	2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage
Global Employees by Employment Type and Gender						
Full-time						
Total	141,908	●	143,914	●	151,385	●
Male	109,780	77.4%	110,260	76.6%	114,586	75.7%
Female	32,128	22.6%	33,654	23.4%	36,799	24.3%
Part-time						
Total	1,776	●	2,143	●	2,728	●
Male	873	49.2%	1,160	54.1%	1,575	57.7%
Female	903	50.8%	983	45.9%	1,153	42.3%
U.S. Workforce by Hourly/Salaried Employees						
Total	84,851	●	88,435	●	93,234	●
Hourly	45,803	54.0%	44,405	50.2%	45,441	48.7%
Salary	39,048	46.0%	44,030	49.8%	47,793	51.3%
U.S. Hourly Employees by Gender						
Total	45,803	●	44,405	●	45,441	●
Male	32,456	70.9%	31,517	71.0%	32,204	70.9%
Female	13,347	29.1%	12,888	29.0%	13,237	29.1%
Global Technology Positions by Gender[35]						
Total	33,553	●	37,793	●	40,880	●
Male	27,333	81.5%	30,486	80.7%	32,614	79.8%
Female	6,220	18.5%	7,307	19.3%	8,266	20.2%
Global Promotions by Gender[36]						
Total	6,769	●	10,229	●	11,079	●
Male	4,922	72.7%	7,195	70.3%	7,949	71.7%
Female	1,847	27.3%	3,034	29.7%	3,130	28.3%

35 Includes Engineering Product Development (EPD), Research and Development (RSD), Information Technology (INF), Manufacturing Engineering (MFE), Electric Vehicle and Autonomous (EVA) and Digital Business Team Technology (DTT) (added in 2022) functions.

36 Global promotions include any grade or level change of salaried employees only.

● Not Reported

Workforce[26,27]						
	2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage
Global Open Positions Filled Internally[37,38]						
Total	4,503	●	29,755	●	38,111	●
Internally	2,592	57.6%	7,919	26.6%	7,351[39]	19.3%
Global Hires by Region and Gender[37,40]						
Female						
Total	3,574	●	5,709	●	7,072	●
North America	3,208	89.8%	4,770	83.6%	5,965	84.3%
South America	297	8.3%	741	13.0%	795	11.2%
International	69	1.9%	198	3.5%	312	4.4%
Male						
Total	8,269	●	11,800	●	14,086	●
North America	7,057	85.3%	10,003	84.8%	11,660	82.8%
South America	957	11.6%	1,337	11.3%	1,473	10.5%
International	255	3.1%	460	3.9%	953	6.8%
Global Hires by Gender[37,40]						
Total	11,843	●	17,509	●	21,158	●
Male	8,269	69.8%	11,800	67.4%	14,086	66.6%
Female	3,574	30.2%	5,709	32.6%	7,072	33.4%

37 For 2020 and 2021, all hire data excludes temporary and student population (interns, co-ops). For 2022, all hire data excludes temporary, student (interns, co-ops), casual and seasonal populations.
38 The 2021 values have been updated compared to the values previously reported in the 2021 Sustainability Report.
39 Global Open Positions Filled Internally—out of 38,111 positions filled.
40 Excludes 2 new hires with blank gender and birthdate.

● Not Reported

Workforce[26,27]	2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage
Global Hires by Age and Gender[41,42]						
Female						
Total	3,574	●	5,709	●	7,072	●
Under 30	1,798	50.3%	2,475	43.4%	3,764	53.2%
30–49	1,540	43.1%	2,641	46.3%	2,848	40.3%
50 and Over	236	6.6%	593	10.4%	460	6.5%
Male						
Total	8,269	●	11,800	●	14,086	●
Under 30	4,384	53.0%	5,432	46.0%	7,325	52.0%
30–49	3,291	39.8%	5,146	43.6%	5,568	39.5%
50 and Over	594	7.2%	1,222	10.4%	1,193	8.5%
Global Attrition by Gender[43]						
Total	16,566	●	12,452	●	13,627	●
Male	12,934	78.1%	9,521	76.5%	9,595	70.4%
Female	3,632	21.9%	2,931	23.5%	4,032	29.6%
Global Attrition by Region and Gender[43]						
Female						
Total	3,632	●	2,931	●	4,032	●
North America	3,094	85.2%	2,413	82.3%	3,498	86.8%
South America	350	9.6%	378	12.9%	397	9.8%
International	188	5.2%	140	4.8%	137	3.4%
Male						
Total	12,934	●	9,521	●	9,595	●
North America	9,668	74.7%	6,461	67.9%	7,760	80.9%
South America	2,279	17.6%	992	10.4%	1,284	13.4%
International	987	7.6%	2,068	21.7%	551	5.7%

41 For 2020 and 2021, all hire data excludes temporary and student population (interns, co-ops). For 2022, all hire data excludes temporary, student (interns, co-ops), casual and seasonal populations.
42 Excludes 2 new hires with blank gender and birthdate.
43 Attrition is defined as count of employees separated from the company. For 2020 and 2021, all attrition data excludes temporary and student population (interns, co-ops). For 2022, all attrition data excluded temporary, student (intern, co-ops), casual and seasonal populations.

● Not Reported

Workforce[26,27]						
	2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage
Global Attrition by Age and Gender[44]						
Female						
Total	3,632	●	2,931	●	4,032	●
Under 30	1,265	34.8%	1,032	35.2%	1,542	38.2%
30–49	1,159	31.9%	1,178	40.2%	1,634	40.5%
50 and Over	1,208	33.3%	721	24.6%	856	21.2%
Male						
Total	12,934	●	9,521	●	9,595	●
Under 30	2,754	21.3%	2,503	26.3%	3,108	32.4%
30–49	3,524	27.2%	4,152	43.6%	3,391	35.3%
50 and Over	6,656	51.5%	2,866	30.1%	3,096	32.3%
Global Turnover Rate by Age[45]						
Total	●	●	●	●	13,627	●
Under 30	●	●	●	●	4,650	22.4%
30–49	●	●	●	●	5,025	7.0%
50 and Over	●	●	●	●	3,952	8.0%
Global Turnover Rate by Gender[45]						
Total	●	●	●	●	13,627	●
Female	●	●	●	●	4,032	12.2%
Male	●	●	●	●	9,595	8.8%

44 Attrition is defined as count of employees separated from the company. For 2020 and 2021, all attrition data excludes temporary and student population (interns, co-ops). For 2022, all attrition data excluded temporary, student (intern, co-ops), casual and seasonal populations.

45 Turnover rate is defined as attrition divided by count of employees as of the 12/31 of the previous year. (Attrition = Count of employees separated from the company during the year. For 2020 and 2021, all attrition data excludes temporary and student population (interns, co-ops). For 2022, all attrition data excluded temporary, student (intern, co-ops), casual and seasonal populations).

● Not Reported

Workforce[26,27]						
	2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage
Global Turnover Rate by Region[46]						
Total	●	●	●	●	13,627	●
North America	●	●	●	●	11,258	10.3%
South America	●	●	●	●	1,681	9.8%
International	●	●	●	●	688	4.4%
U.S. Turnover Rate[46,47]						
Total[48]	6,781	8.1%	5,697	7.2%	6,793	8.0%
Voluntary[49]	5,793	7.0%	4,439	5.6%	5,301	6.2%
Involuntary	988	1.2%	1,258	1.6%	1,492	1.8%
Retirements (out of Voluntary)	4,119	N/A	1,865	N/A	1,797	2.1%
Global Workforce by Gender and Region						
Female						
Total	33,031	●	34,637	●	37,952	●
North America	29,211	88.4%	30,352	87.6%	33,041	87.1%
South America	2,262	6.8%	2,632	7.6%	3,055	8.0%
International	1,558	4.7%	1,653	4.8%	1,856	4.9%
Male						
Total	110,653	●	111,420	●	116,161	●
North America	80,285	72.6%	82,365	73.9%	86,884	74.8%
South America	14,466	13.1%	14,819	13.3%	14,931	12.9%
International	15,902	14.4%	14,236	12.8%	14,346	12.4%
U.S. Workforce by Gender						
Total	84,851	●	88,435	●	93,234	●
Male	61,810	72.8%	64,366	72.8%	67,542	72.4%
Female	23,041	27.2%	24,069	27.2%	25,692	27.6%

46 Turnover rate is defined as attrition divided by count of employees as of the 12/31 of the previous year. (Attrition = Count of employees separated from the company during the year. For 2020 and 2021, all attrition data excludes temporary and student population (interns, co-ops). For 2022, all attrition data excluded temporary, student (intern, co-ops), casual, and seasonal populations).

47 Attrition is defined as count of employees separated from the company. For 2020 and 2021, all attrition data excludes temporary and student population (interns, co-ops). For 2022, all attrition data excludes temporary, student (interns, co-ops), casual and seasonal populations.

48 Total = voluntary and involuntary-distinguish-retirements.

49 U.S. Turnover Rate—Voluntary: 1,797 of 5,301, or 34%, of all voluntary turnover is attributable to retirements.

● Not Reported

Workforce[26,27]						
	2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage
U.S. Workforce by Race, Ethnicity and Gender						
Total						
Total	84,851	●	88,435	●	93,234	●
White	56,552	66.6%	57,636	65.2%	59,226	63.5%
Black/African American	16,095	19.0%	16,249	18.4%	17,702	19.0%
Asian	6,197	7.3%	7,510	8.5%	8,565	9.2%
Hispanic/Latino	4,859	5.7%	5,406	6.1%	6,118	6.6%
American Indian or Alaskan Native	406	0.5%	393	0.4%	381	0.4%
Native Hawaiian or Pacific Islander	59	0.1%	55	0.1%	64	0.1%
Two or More Races	557	0.7%	738	0.8%	958	1.0%
Do Not Wish to Identify	126	0.1%	448	0.5%	220	0.2%
Female						
Total	23,041	●	24,069	●	25,692	●
White	13,298	57.7%	13,626	56.6%	14,100	54.9%
Black/African American	6,447	28.0%	6,456	26.8%	7,048	27.4%
Asian	1,668	7.2%	2,096	8.7%	2,463	9.6%
Hispanic/Latino	1,309	5.7%	1,440	6.0%	1,614	6.3%
American Indian or Alaskan Native	103	0.4%	101	0.4%	94	0.4%
Native Hawaiian or Pacific Islander	19	0.1%	18	0.1%	25	0.1%
Two or More Races	165	0.7%	220	0.9%	299	1.2%
Do Not Wish to Identify	32	0.1%	112	0.5%	49	0.2%
Male						
Total	61,810	●	64,366	●	67,542	●
White	43,254	70.0%	44,010	68.4%	45,126	66.8%
Black/African American	9,648	15.6%	9,793	15.2%	10,654	15.8%

● Not Reported

Workforce[26,27]						
	2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage
U.S. Workforce by Race, Ethnicity and Gender (cont.)						
Asian	4,529	7.3%	5,414	8.4%	6,102	9.0%
Hispanic/Latino	3,550	5.7%	3,966	6.2%	4,504	6.7%
American Indian or Alaskan Native	303	0.5%	292	0.5%	287	0.4%
Native Hawaiian or Pacific Islander	40	0.1%	37	0.1%	39	0.1%
Two or More Races	392	0.6%	518	0.8%	659	1.0%
Do Not Wish to Identify	94	0.2%	336	0.5%	171	0.3%
Global Workforce by Gender and Age Group						
Total						
Total	143,684	●	146,059[50]	●	154,113	●
Under 30	22,709	15.8%	22,728	15.6%	26,080	16.9%
30–49	73,415	51.1%	73,425	50.3%	76,456	49.6%
50 and over	47,560	33.1%	49,904	34.2%	51,577	33.5%
Female						
Total	33,031	●	34,637	●	37,952	●
Under 30	6,453	19.5%	6,618	19.1%	7,955	21.0%
30–49	17,281	52.3%	18,057	52.1%	19,461	51.3%
50 and over	9,297	28.1%	9,962	28.8%	10,536	27.8%
Male						
Total	110,653	●	111,420	●	116,161	●
Under 30	16,256	14.7%	16,110	14.5%	18,125	15.6%
30–49	56,134	50.7%	55,368	49.7%	56,995	49.1%
50 and over	38,263	34.6%	39,942	35.8%	41,041	35.3%

50 Includes 2 new hires with blank gender and birthdate.

● Not Reported

Workforce[26,27]						
	2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage
U.S. Workforce by Gender and Age Group						
Total						
Total	84,851	●	88,435	●	93,234	●
Under 30	10,490	12.4%	11,872	13.4%	13,486	14.5%
30–49	38,824	45.8%	40,218	45.5%	42,565	45.7%
50 and Over	35,537	41.9%	36,345	41.1%	37,183	39.9%
Female						
Total	23,041	●	24,069	●	25,692	●
Under 30	3,058	13.3%	3,320	13.8%	3,833	14.9%
30–49	11,443	49.7%	11,777	48.9%	12,502	48.7%
50 and Over	8,540	37.1%	8,972	37.3%	9,357	36.4%
Male						
Total	61,810	●	64,366	●	67,542	●
Under 30	7,432	12.0%	8,552	13.3%	9,653	14.3%
30–49	27,381	44.3%	28,441	44.2%	30,063	44.5%
50 and Over	26,997	43.7%	27,373	42.5%	27,826	41.2%
U.S. Hourly Employees by Race and Ethnicity						
Total	45,803	●	44,405	●	45,441	●
White	28,940	63.2%	27,726	62.4%	27,596	60.7%
Black/African American	13,260	29.0%	12,950	29.2%	13,910	30.6%
Asian	355	0.8%	366	0.8%	379	0.8%
Hispanic/Latino	2,707	5.9%	2,726	6.1%	2,879	6.3%
American Indian or Alaskan Native	325	0.7%	305	0.7%	292	0.6%
Native Hawaiian or Pacific Islander	32	0.1%	28	0.1%	34	0.1%
Two or More Races	145	0.3%	203	0.5%	304	0.7%
Do Not Wish to Identify	39	0.1%	101	0.2%	47	0.1%

● Not Reported

Workforce[26,27]						
	2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage
U.S. Salaried Employees by Gender						
Total	39,048	●	44,030	●	47,793	●
Male	29,354	75.2%	32,849	74.6%	35,338	73.9%
Female	9,694	24.8%	11,181	25.4%	12,455	26.1%
U.S. Salaried Employees by Race and Ethnicity						
Total	39,048	●	44,030	●	47,793	●
White	27,612	70.7%	29,910	67.9%	31,630	66.2%
Black/African American	2,835	7.3%	3,299	7.5%	3,792	7.9%
Asian	5,842	15.0%	7,144	16.2%	8,186	17.1%
Hispanic/Latino	2,152	5.5%	2,680	6.1%	3,239	6.8%
American Indian or Alaskan Native	81	0.2%	88	0.2%	89	0.2%
Native Hawaiian or Pacific Islander	27	0.1%	27	0.1%	30	0.1%
Two or More Races	412	1.1%	535	1.2%	654	1.4%
Do Not Wish to Identify	87	0.2%	347	0.8%	173	0.4%
U.S. Hires by Race and Ethnicity[51]						
Total	4,712	●	10,698	●	10,723	●
White	2,640	56.0%	5,468	51.1%	5,228	48.8%
Black/African American	1,051	22.3%	2,009	18.8%	2,464	23.0%
Asian	552	11.7%	1,747	16.3%	1,554	14.5%
Hispanic/Latino	369	7.8%	883	8.3%	952	8.9%
American Indian or Alaskan Native	16	0.3%	26	0.2%	24	0.2%
Native Hawaiian or Pacific Islander	5	0.1%	9	0.1%	10	0.1%
Two or More Races	57	1.2%	200	1.9%	276	2.6%
Do Not Wish to Identify	22	0.5%	356	3.3%	215	2.0%

51 For 2020 and 2021, all hire data excludes temporary and student population (interns, co-ops). For 2022, all hire data excludes temporary, student (interns, co-ops), casual and seasonal populations.

● Not Reported

Workforce[26,27]						
	2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage
U.S. Hires by Self-Identified Status[52,53]						
Disability	73	1.5%	521	4.9%	747	7.0%
Veteran	148	3.1%	399	3.7%	476	4.4%
Disabled Veteran	24	0.5%	107	1.0%	123	1.1%
U.S. Attrition by Race and Ethnicity[54]						
Total	6,778	●	5,697	●	6,793	●
White	4,871	71.9%	3,705	65.0%	4,005	59.0%
Black/African American	1,231	18.2%	1,061	18.6%	1,583	23.3%
Asian	282	4.2%	478	8.4%	613	9.0%
Hispanic/Latino	331	4.9%	330	5.8%	414	6.1%
American Indian and Alaskan Native	32	0.5%	27	0.5%	35	0.5%
Native Hawaiian and Pacific Islander	–	–%	7	0.1%	8	0.1%
Two or More Races	27	0.4%	60	1.1%	99	1.5%
Do Not Wish to Identify	4	0.1%	29	0.5%	36	0.5%
U.S. Workforce Self-Identified as Having a Disability[55]						
Total	645	●	1,314	●	2,187	●
Male	536	83.1%	962	73.2%	1,487	68.0%
Female	109	16.9%	352	26.8%	700	32.0%

52 Disability, Veteran and Disabled Veteran statuses are self-identified.
53 For 2020 and 2021, all hire data excludes temporary and student population (interns, co-ops). For 2022, all hire data excludes temporary, student (interns, co-ops), casual and seasonal populations.
54 Attrition is defined as count of employees separated from the company. For 2020 and 2021, all attrition data excludes temporary and student population (interns, co-ops). For 2022, all attrition data excludes temporary, student (interns, co-ops), casual and seasonal populations.
55 Includes disabled veterans that have also self-identified as disabled. Disabled employee counts include disabled veterans.

● Not Reported

Workforce[26,27]						
	2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage
U.S. Workforce Self-Identified Veteran Status and Gender[56]						
Veteran						
Total	5,005	●	5,021	●	5,075	●
Male	4,400	87.9%	4,427	88.2%	4,494	88.6%
Female	605	12.1%	594	11.8%	581	11.4%
Disabled Veteran						
Total	404	●	490	●	578	●
Male	374	92.6%	456	93.1%	532	92.0%
Female	30	7.4%	34	6.9%	46	8.0%
U.S. Workforce Self-Identified as LGBTQ						
Total Self-Reported Responses	6,568	●	12,787	●	18,367	●
LGBTQ[57]	345	5.3%	521	4.1%	766	4.2%
U.S. Technology Positions by Race and Ethnicity[58]						
Total	25,574	●	29,098	●	31,382	●
White	17,199	67.3%	18,713	64.3%	19,484	62.1%
Black/African American	1,459	5.7%	1,686	5.8%	1,937	6.2%
Asian	5,013	19.6%	6,145	21.1%	7,025	22.4%
Hispanic/Latino	1,496	5.8%	1,882	6.5%	2,320	7.4%
American Indian and Alaskan Native	54	0.2%	55	0.2%	50	0.2%
Native Hawaiian and Pacific Islander	19	0.1%	17	0.1%	22	0.1%
Two or More Races	271	1.1%	359	1.2%	430	1.4%
Do Not Wish to Identify	63	0.2%	241	0.8%	114	0.4%

56 Includes disabled veterans that have also self-identified as disabled. Disabled employee counts include disabled veterans.
57 Self-identified as LGBTQ out of total responses from employees.
58 Includes Engineering Product Development (EPD), Research and Development (RSD), Information Technology (INF), Manufacturing Engineering (MFE), Electric Vehicle and Autonomous (EVA) and Digital Business Team Technology (DTT) (added in 2022) functions.

● Not Reported

Workforce[26,27]						
	2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage
Global Females in Top Management Positions[59]						
Total[60]	90	●	94	●	96	●
Female	27	30.0%	30	31.9%	29	30.2%
U.S. Top Management Positions by Race and Ethnicity[59]						
Total	84	●	89	●	90	●
White	71	84.5%	74	83.1%	75	83.3%
Black/African American	3	3.6%	4	4.5%	6	6.7%
Asian	5	6.0%	5	5.6%	5	5.6%
Hispanic/Latino	2	2.4%	1	1.1%	1	1.1%
American Indian and Alaskan Native	–	–%	–	–%	–	–%
Native Hawaiian and Pacific Islander	–	–%	–	–%	–	–%
Two or More Races	2	2.4%	4	4.5%	3	3.3%
Do Not Wish to Identify	1	1.2%	1	1.1%	–	–%
U.S. Executive-Level Positions by Race and Ethnicity[61]						
Total	900	●	985	●	1,058	●
White	744	82.7%	780	79.2%	829	78.4%
Black/African American	44	4.9%	62	6.3%	65	6.1%
Asian	55	6.1%	75	7.6%	88	8.3%
Hispanic/Latino	45	5.0%	53	5.4%	60	5.7%
American Indian and Alaskan Native	4	0.4%	4	0.4%	5	0.5%
Native Hawaiian and Pacific Islander	0	–%	0	–%	1	0.1%
Two or More Races	6	0.7%	8	0.8%	8	0.8%
Do Not Wish to Identify	2	0.2%	3	0.3%	2	0.2%

59 Maximum two levels away from CEO as a percent of total top management positions. Does not include administrative assistants.
60 Represents total number of top management positions as a comparison to derive percentage of females in those roles.
61 Level Group = GM Executive or GM Senior Executive.

● Not Reported

Workforce[26,27]						
	2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage
Global Executive-Level Positions by Gender[62]						
Total	1,091	●	1,169	●	1,260	●
Male	874	80.1%	909	77.8%	953	75.6%
Female	217	19.9%	260	22.2%	307	24.4%
Talent Attraction						
Number of U.S. Colleges and Universities From Which GM Recruited College Graduates[63]	●	●	500	●	500	●
Number of Summer Intern and Co-op Program Opportunities for Students Provided[63]	●	●	600	●	750	●
Talent Engagement						
Number of Mentors in Workday[63]	●	●	2,000	●	2,500	●
Global Training						
Average Number of Training Hours Each Employee Invested per Year	9.49	●	20.12	●	22.00	●
Active Employees Receiving Regular Performance and Career Development Reviews (%)	100%	●	100%	●	100%	●
Number of Dealer Team Members with Access to DEI Resources[63,64]	●	●	100,000	●	92,000	●
Global Training Average Hours						
Regular Employees	●	●	●	●	20.77	●
Gender						
Female	●	●	●	●	21.07	●
Male	●	●	●	●	22.31	●
Position						
Managers	●	●	●	●	23.29	●
Nonmanagers	●	●	●	●	21.87	●

62 Level Group = GM Executive or GM Senior Executive.
63 Data is an approximation.
64 Dealer Employees (non-GM employees).

● Not Reported

Workforce[26,27]						
	2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage
Percentage of Women to Men Remuneration[65]						
Executive Level (base salary only)	104%	●	100%	●	102%	●
Executive Level (base salary + other cash incentives)	106%	●	100%	●	102%	●
Management Level (base salary only)	100%	●	100%	●	99%	●
Management Level (base salary + cash incentives)	100%	●	100%	●	99%	●
Nonmanagement Level	96%	●	96%	●	95%	●
Labor Relations						
Union Representation of Total Global Workforce[66]	61%	●	61%	●	60%	●
Total Number of Represented Workforce (Union)[66]	●	●	95,000	●	95,000	●
Union Representation of Hourly Workforce	●	●	99%	●	99%	●
Unions GM Works With Globally	33	●	28	●	28	●
Number of Work Stoppages	●	●	2[67]	●	–	●
Total Days Idle	●	●	9	●	–	●
Wellness and Benefits						
Participation rate in the Retirement Savings Plan (RSP (%))[68]	●	●	NR	●	98%	●
Employees Who Took Paid Family Leave	●	●	1,919	●	2,186	●
Average Number of Days of Paid Family Leave	●	●	37	●	35	●
Employees Who Took Short-Term Disability Leave	●	●	12,587	●	13,196	●
Employees Who Took Short-Term Disability Leave (%)	●	●	14%	●	14%	●

65 Remuneration is the ratio of weighted average basic salary of women to men from our significant locations of operations, defined as countries representing 95% of our total salaried headcount. Definitions of management and nonmanagement used for these calculations may differ from definitions of these terms used elsewhere in the report and this Data Center.
66 Data is an approximation.
67 There were two work stoppages in 2021 in South America that resulted in a total of nine days idle. There were zero work stoppages and lockouts in all other regions.
68 Employees contribute to a defined contribution plan only. All defined benefit plans are closed.

● Not Reported

Workforce[26,27]						
	2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage
Paid Family Leave by Gender						
Female						
Total entitled to Paid Family Leave	●	●	●	●	10,643	●
Total That Took Paid Family Leave	●	●	●	●	549	●
Total That Returned to Work After Paid Family Leave During Reporting Period	●	●	●	●	273	●
Male						
Total Entitled to Paid Family Leave	●	●	●	●	30,915	●
Total That Took Paid Family Leave	●	●	●	●	1,637	●
Total That Returned to Work After Paid Family Leave During Reporting Period	●	●	●	●	524	●
Incidents of Discrimination and Harassment						
Types of Allegations Received, Diversity and Workplace Respect	1,076	●	2,036	●	3,276	●
Human Rights						
Human Rights Policy—Number of Languages Available (excluding English)	●	●	8	●	8	●

● Not Reported

Supply Chain			
	2020	2021	2022
Approximate Annual Supply Chain Spend—USD ($) billions	72.0	76.0	88.2
Approximate Spend with North America Diverse Tier I Suppliers—USD ($) billions[69]	3.0	3.8	4.4
Approximate Spend with North America Diverse Tier II Suppliers—USD ($) billions[69,70]	2.0	2.2	2.5
Approximate Supplier Count	13,500	19,000	16,000
Approximate Materials and Services Purchased	277,000	329,000	384,000
Local Sourcing Out of Regional Spend: North America (%)[71]	90%	92%	93%
Local Sourcing Out of Regional Spend: China (%)[71]	95%	96%	97%
Local Sourcing Out of Regional Spend: International and South America (%)[71]	80%	73%	74%

69 United States and Canada spend only.
70 Tier II spend is self-reported by supplier.
71 Percentages are approximate. Local spend tracks local sourcing at a regional level (direct supply chain spend only).

● Not Reported

Governance			
	2020	2021	2022
Governance			
Number of Board Members	13	13	13
Independence of X out of X Directors—Ratio	12 out of 13	12 out of 13	12 out of 13
Average Years of Tenure—Years	6	6	6
Board Members With 0–5 Years of Tenure	6	6	6
Board Members With 5–10 Years of Tenure	4	4	4
Board Members With 10+ Years of Tenure	10	3	3
Board Members, Male	5	6	7
Board Members, Female	7	7	6
Directors Who are Women (%)	●	54%	46%
Board Members, White Individuals	9	9	9
Board Members, Diverse Race or Ethnicity Individuals	3	4	4
Board Members Who are Female that Identify Themselves as Racially/Ethnically Diverse (%)	●	●	17%
Directors Who Identify Themselves as Racially/Ethnically Diverse (%)	●	31%	31%
Average Age of Board Members—Years	62	63	63
Board Members in 50s	3	3	5
Board Members in 60s	8	9	4
Board Members in 70s	1	1	4
Standing Committees	●	6	6
Board Committees Chaired by Women (%)	●	67%	50%
New Directors Over Past 3 Years	●	4	4

● Not Reported

Governance			
	2020	2021	2022
Global Ethics			
Total Number of Reports to Awareline	3,654	4,170	5,715
Total Number of Allegations	2,732	3,048	4,039
Number of Corporate Required Training (CRT) Languages Available	●	8	7
CRT Completion Rate (%)	100%	100%	100%
Code of Conduct Certification Program Completion Rate (%)	100%	100%	100%
Total Number of Languages the Code of Conduct Training is Available in	●	9	9
Total Approximate Number of Employees and Contract Workers Who Completed Compliance Training	70,000	64,000	70,000
Total Online Courses Delivered	354,990	~364,000	~360,000
Total In-Person Advanced Compliance Training Modules Delivered With Assistance from the Compliance Group	23,345	~6,000	~23,000
Environmental Governance			
Number of Notices of Violation (NOV) in the U.S.	12	12	22
Number of Notices of Violation (NOV) Outside of the U.S.	4	3	4
Penalties or Fines Over $10,000	–	1	2
% of Global Manufacturing Operations ISO Third-Party Certified	100%	100%	100%

● Not Reported

2022 VERIFICATION STATEMENT GENERAL MOTORS COMPANY

Statement of Verification

Introduction

Stantec Consulting Ltd. (Stantec) was contracted by General Motors Company (GM) to conduct an independent third-party verification of a selection of greenhouse gas (GHG) and sustainability data assertions (the Assertions) for their Global Facilities.

In this work, GM was responsible for the collection of activity data used in the calculations, data management, completion of the calculations, and preparation of the report that contains the Assertions.

Stantec was responsible for planning and executing the verification to deliver a limited level of assurance opinion as to whether the Assertions are presented fairly and in accordance with the verification criteria. Stantec is accredited with the ANSI National Accreditation Board (ANAB), a member of the International Accreditation Forum (IAF), in accordance with ISO 14065 (Accreditation ID #0805 issued to Stantec Consulting Ltd. for GHG verification and validation).

Verification Fundamentals

The verification objectives, criteria, standards, level of assurance, materiality threshold, and period are presented in Table 1.

Table 1. General Motors Global Facilities – Verification Fundamentals

Parameter	Description
Intended User	The results of the verification will be used by GM for internal and external sustainability reporting, and for reporting to CDP and GRI. The users of this statement are GM, shareholders and the public.
Verification Objectives	The objective of the verification was to assess whether the GHG and sustainability data assertions (as presented in Table 2) for GM's 2022 operations are accurately prepared in accordance with appropriate criteria.
Verification Boundaries	The boundaries of the verification include GM owned and operated facilities within General Motors North America (GMNA), General Motors South America (GMSA) and General Motors International Operations (GMIO). A subset of these facilities has been excluded from the Assertions, and a list of these excluded facilities has been provided to Stantec and included in the detailed verification report for transparency.
Reporting Period	The verification was conducted for the period of January 1, 2022 to December 31, 2022.
Verification Criteria	Stantec has conducted sufficient and appropriate procedures to express a limited level of assurance opinion as to whether the GHG and sustainability data assertions for 2022 as quantified by GM satisfy the requirements of the following criteria: • ISO 14064 Greenhouses Gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals, 2006 • World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD), The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), March 2004 • WRI/WBCSD, Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard • WRI/WBCSD, GHG Protocol Scope 2 Guidance: An Amendment to the GHG Corporate Standard (2015) • CDP Guidance for the 2022 reporting year • GRI Sustainability Reporting Standards Consolidated Set (2022)

2022 VERIFICATION STATEMENT GENERAL MOTORS COMPANY

Stantec

Parameter	Description
Verification Standards	The verification was conducted in accordance with the following standards: • ISO14064-3: 2019 – Specification with guidance for the verification and validation of greenhouse gas statements • ISO 14065: 2020 – General principals and requirements for bodies validating and verifying environmental information • ISO/IEC 17029: 2019 – Conformity assessment – General principles and requirements for validation and verification bodies • AA1000 AccountAbility Assurance Standard (2020) • Stantec's Standard Operating Procedures developed for accreditation to ISO 14065
Level of Assurance	Limited
Materiality Threshold	Following best practice, the quantitative materiality threshold was set at 5%. The aggregate total of individual discrepancies (understatements and overstatements of total reported values) was compared against the 5% materiality threshold for each individual scope item. The materiality of qualitative discrepancies was at the discretion of the Verification Body, Stantec.

GHG and Sustainability Data Assertions

The GHG and sustainability data assertions are provided in Table 2.

Table 2. General Motors Global Facilities – 2022 GHG and Sustainability Data Assertions

Parameter	Assertion	Metric	Notes
Scope 1 GHG Emissions – Total	1,466,452	Metric tonnes of carbon dioxide equivalent (tCO_2e)	
Scope 2 GHG Emissions (Location Based)	2,996,074	tCO_2e	
Scope 2 GHG Emissions (Market Based)	2,078,738	tCO_2e	
Scope 3 Category 1 Purchased Goods & Services	49,388,347	tCO_2e	
Scope 3 Category 2 Capital Goods	3,148,823	tCO_2e	
Scope 3 Category 3 Fuel & Energy Related Activities	281,515	tCO_2e	Natural gas distribution activities and transmission and distribution losses of electricity only
Scope 3 Category 4 Upstream Transportation	2,741,620	tCO_2e	
Scope 3 Category 6 Business Travel	19,685	tCO_2e	Air Travel Only
Scope 3 Category 9 Downstream Transportation	1,030,317	tCO_2e	

2022 VERIFICATION STATEMENT GENERAL MOTORS COMPANY

Stantec

Parameter	Assertion	Metric	Notes
Scope 3 Category 11 Use of Sold Product	208,553,229	tCO_2e	Includes emissions from produced vehicle travel and air conditioning systems
Total Energy Use	14,070,195	MWh	
Total Water Use	27,324,530	m^3	
Total Waste Generated	1,486,646	metric tonnes	Does not include waste from construction, demolition and remediation
Total Waste – Hazardous	45,571	metric tonnes	Does not include waste from construction, demolition and remediation
Total Waste – Non-Hazardous	1,441,075	metric tonnes	Does not include waste from construction, demolition and remediation
Waste Directed to Disposal	152,605	metric tonnes	Does not include waste from construction, demolition and remediation
GM Zero Waste Performance	91.8%	%	Percentage of waste diverted from landfill, incinerators and energy recovery compared to a three year average (2017–2019) baseline of total operational waste generated
Year Over Year Performance Scope 1 & 2 GHG Emissions 2022 vs 2021 [positive indicates increase)	7.9%	%	Location-Based (Scopes 1 & 2)
Year Over Year Performance Total Energy Use 2022 vs 2021 (positive indicates increase)	12.1%	%	Scopes 1 & 2
Year Over Year Performance Scope 2 GHG Emissions 2022 vs 2021 [negative indicates decrease)	-3.4%	%	Market-Based
Year Over Year Performance Total Water Use 2022 vs 2021 (positive indicates increase)	7.8%	%	
Year Over Year Performance Total Vehicles Produced 2022 vs 2021 (positive indicates increase)	8.8%	%	
Total renewable electricity use	1,977,727	MWh	RE100, Including Self-Generated Electricity from Landfill Gas
Total electricity use	6,510,663	MWh	

2022 VERIFICATION STATEMENT GENERAL MOTORS COMPANY

Stantec

Parameter	Assertion	Metric	Notes
Total GHG reductions applied due to renewable energy use	896,509	tCO_2e	Avoided emissions
Renewable electricity as a percentage of total electricity use	29.9%	%	
GRI 302-1 Total Energy Use	14,070,195	MWh	
GRI 303-1 Total Water Use and Effluents	27,324,530	m^3	
GRI 305-1 Total Scope 1 GHG Emissions	1,466,452	tCO_2e	
GRI 305-2 Total Scope 2 GHG Emissions	2,996,074	tCO_2e	Location-Based
GRI 305-3 Total Scope 3 GHG Emissions	Category 1: 49,388,347 Category 2: 3,148,823 Category 3: 281,515 Category 4: 2,741,620 Category 6: 19,685 Category 9: 1,030,317 Category 11: 208,553,229	tCO_2e	
GRI 305-7 Total Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and other significant air emissions	SOx (as SO_2): 0.03 NOx: 1.10	thousand metric tonnes	Does not include combustion of mobile fuels
GRI 306-3 Waste Generated	1,486,646	metric tonnes	Does not include waste from construction, demolition and remediation
Production	6,075,449	# vehicles	

2022 VERIFICATION STATEMENT GENERAL MOTORS COMPANY

Stantec

Verification Opinion

Based on the processes and procedures completed, there is no evidence that GM's stated GHG and sustainability data assertions for the 2022 calendar year are not, in all material respects, fairly stated in accordance with the criteria noted herein.

Verifier's Independence, Impartiality, and Competence

Stantec provides this conclusion as an independent verifier. Prior to entering into an assurance agreement Stantec assesses for any real, potential, or perceived conflict. Stantec continues to monitor for compromised impartiality throughout the engagement. No real, potential or perceived conflicts of interest were identified throughout the course of this verification.

Stantec provides this Verification Statement to GM in accordance with our terms of agreement. Stantec grants GM license to use, disclose, and reproduce this Verification Statement without alteration or abbreviation. GM may refer to the GHG and sustainability data assertions as having been verified by Stantec as long as the conclusions in the Verification Statement are reasonably reflected. There is no time limit on the use of the Verification Statement. The language must be English. Stantec will not allow GM to reproduce its logo or any other proprietary marks separate to the unaltered final Verification Statement. This includes placing the Stantec logo on GM materials. Stantec does not permit the use of the Verification Statement in a manner that could mislead intended users or impair the reputation of Stantec.

Because of the inherent limitations in any verification, Stantec accepts no responsibility by use of a third party. Stantec has undertaken all assignments in its role as an independent verification body using professional effort consistent with ISO 14064:3. Stantec has assessed the 2022 GHG and sustainability data assertions for GM Global Facilities using reasonably ascertainable information. The assessment represents the conditions in the subject area at the time of the assessment. Stantec did not conduct direct GHG emissions monitoring or other environmental sampling and analysis in conjunction with this verification report. Stantec will retain all verification documents for a minimum of seven (7) years.

STANTEC CONSULTING LTD.

Gizem Gunal-Akgol, P.Eng
Lead Verifier
Environmental Services
Tel: (519) 569-8126

Daniel Hegg, M.Sc., CEM
Independent Peer Reviewer
Environmental Services
Tel: (250) 217-9729

Issued March 31, 2023 in Waterloo, Ontario, Canada

2021 VERIFICATION STATEMENT GENERAL MOTORS COMPANY

Statement of Verification

Introduction

Stantec Consulting Ltd. (Stantec) was contracted by General Motors Company (GM) to conduct an independent third-party verification of a selection of greenhouse gas (GHG) and sustainability data assertions (the Assertions) for their Global Facilities.

In this work, GM was responsible for the collection of activity data used in the calculations, data management, completion of the calculations, and preparation of the report that contains the Assertions.

Stantec was responsible for planning and executing the verification to deliver a limited level of assurance opinion as to whether the Assertions are presented fairly and in accordance with the verification criteria. Stantec is accredited with the ANSI National Accreditation Board (ANAB), a member of the International Accreditation Forum (IAF), in accordance with ISO 14065 (Accreditation ID #0805 issued to Stantec Consulting Ltd. for GHG verification and validation).

Intended User

The results of the verification will be used by GM for internal and external sustainability reporting, and for reporting to CDP. The users of this statement are GM, shareholders and the public.

Verification Objective

The objective of the verification was to assess whether the GHG and sustainability data assertions (as presented in Table 1) for GM's 2021 operations are accurately prepared in accordance with appropriate criteria.

Verification Boundaries

The boundaries of the verification include GM owned and operated facilities within General Motors North America (GMNA), General Motors South America (GMSA) and General Motors International Operations (GMIO). A subset of GM facilities has been excluded from the Assertions, and a list of these excluded facilities has been provided to Stantec and included in the detailed verification report for transparency.

Reporting Period

The verification was conducted for the period of January 1, 2021 to December 31, 2021.

2021 VERIFICATION STATEMENT GENERAL MOTORS COMPANY

Stantec

GHG and Sustainability Data Assertions

The GHG and sustainability data assertions are provided in Table 1.

Table 1. General Motors Global Facilities – 2021 GHG and Sustainability Data Assertions

Parameter	Assertion	Metric	Notes
Scope 1 GHG Emissions – Total	1,252,906	Metric tonnes of carbon dioxide equivalent (tCO_2e)	
Scope 1 GHG Emissions – Stationary Fuel Combustion	1,104,792	tCO_2e	
Scope 1 GHG Emissions – Mobile Fuel Combustion (biogenic)	761	tCO_2e	
Scope 1 GHG Emissions – Mobile Fuel Combustion (non-biogenic)	71,403	tCO_2e	
Scope 1 GHG Emissions – Facility Refrigerant Use (Equipment)	63,753	tCO_2e	
Scope 1 GHG Emissions – Facility Refrigerant Use (Products)	12,198	tCO_2e	
Scope 2 GHG Emissions (Location Based)	2,881,767	tCO_2e	
Scope 2 GHG Emissions (Market Based)	2,150,694	tCO_2e	
Scope 3 Category 11 Use of Sold Product	233,167,875	tCO_2e	Includes emissions from produced vehicle travel and air conditioning systems
Total Energy Use	12,552,855	MWh	
Total Water Use	25,340,350	m^3	
Total Waste Generated	1,464,097	metric tonnes	Does not include waste from construction, demolition and remediation
Total Waste – Hazardous	42,080	metric tonnes	Does not include waste from construction, demolition and remediation
Total Waste – Non-Hazardous	1,422,017	metric tonnes	Does not include waste from construction, demolition and remediation
Waste Directed to Disposal	253,033	metric tonnes	Does not include waste from construction, demolition and remediation
GM Zero Waste Performance	86.4	%	Percentage of waste diverted from landfill, incinerators and energy recovery compared to a three-year average (2017–2019) baseline of total operational waste generated

2021 VERIFICATION STATEMENT GENERAL MOTORS COMPANY

Stantec

Parameter	Assertion	Metric	Notes
Year Over Year Performance Scope 1 & 2 GHG Emissions 2021 vs 2020 (negative value represents decrease)	-3.9	%	Location-Based (Scopes 1 & 2)
Year Over Year Performance Total Energy Use 2021 vs 2020 (negative value represents decrease)	-0.5	%	Scopes 1 & 2
Year Over Year Performance Scope 2 GHG Emissions (Market Based) 2021 vs 2020 (negative value represents decrease)	-17.3	%	Market-Based
Year Over Year Performance Total Water Use 2021 vs 2020 (negative value represents decrease)	-0.8	%	
Year Over Year Performance Total Vehicles Produced 2021 vs 2020 (negative value represents decrease)	-8.9	%	
Total renewable electricity use	1,499,494	MWh	RE100, Including Self-Generated Electricity from Landfill Gas
Total electricity use	5,969,002	MWh	
Total GHG reductions applied due to renewable energy use	712,335	tCO_2e	
Renewable electricity as a percentage of total electricity use	25.1	%	
GRI 302-1 Total Energy Use	12,552,855	MWh	
GRI 303-1 Total Water Use and Effluents	25,340,350	m^3	
GRI 305-1 Total Scope 1 GHG Emissions	1,252,906	tCO_2e	
GRI 305-2 Total Scope 2 GHG Emissions	2,881,767	tCO_2e	Location-Based
GRI 305-3 Total Scope 3 GHG Emissions	Category 11: 233,167,875	tCO_2e	Category 11 Includes emissions from produced vehicle travel and air conditioning systems
GRI 305-7 Total Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and other significant air emissions	SOx (as SO_2): 0.043 NOx: 0.97	thousand metric tonnes	Does not include combustion of mobile fuels
GRI 306-3 Waste Generated	1,464,097	metric tonnes	Does not include waste from construction, demolition and remediation
Production	5,585,048	# Vehicles	

2021 VERIFICATION STATEMENT GENERAL MOTORS COMPANY

Stantec

Verification Criteria

Stantec has conducted sufficient and appropriate procedures to express a ***limited level of assurance*** opinion as to whether the GHG and sustainability data assertions for 2021 as quantified by GM satisfy the requirements of the following criteria:

- ISO 14064 Greenhouses Gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals, 2006
- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD), *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard* (Revised Edition), March 2004
- WRI/WBCSD, GHG Protocol Scope 2 Guidance: An Amendment to the GHG Corporate Standard
- WRI/WBCSD, Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard
- CDP Guidance for the 2021 reporting year
- GRI Sustainability Reporting Guidelines (various guidelines, updated from time to time)

Verification Standards

The verification is being conducted in accordance with ISO14064:3, the AA1000 AccountAbility Principles Standard (2008) and Stantec's Standard Operating Procedures developed for accreditation to ISO 14065.

Verification Opinion

Based on the processes and procedures completed, there is no evidence that GM's stated GHG and sustainability data assertions for the 2021 calendar year are not, in all material respects, fairly stated in accordance with the criteria noted herein.

2021 VERIFICATION STATEMENT GENERAL MOTORS COMPANY

Stantec

Verifier's Independence, Impartiality, and Competence

Stantec provides this conclusion as an independent verifier. Prior to entering into an assurance agreement Stantec assesses for any real, potential, or perceived conflict. Stantec continues to monitor for compromised impartiality throughout the engagement. No real, potential or perceived conflicts of interest were identified throughout the course of this verification.

Stantec provides this report to GM in accordance with our terms of agreement. We consent to its public release. Because of the inherent limitations in any verification, Stantec accepts no responsibility by use of a third party. Stantec has undertaken all assignments in its role as an independent verification body using professional effort consistent with ISO 14064:3. Stantec has assessed the 2021 GHG and sustainability data assertions for GM Global Facilities using reasonably ascertainable information. The assessment represents the conditions in the subject area at the time of the assessment. Stantec did not conduct direct GHG emissions monitoring or other environmental sampling and analysis in conjunction with this verification report. Stantec will retain all verification documents for a minimum of seven (7) years.

STANTEC CONSULTING LTD.

Gizem Gunal-Akgol, P.Eng
Lead Verifier
Environmental Services
Tel: (519) 569-8126

Daniel Hegg, M.Sc., CEM
Independent Peer Reviewer
Environmental Services
Tel: (250) 217-9729

Issued July 7, 2022 in Waterloo, Ontario, Canada

2021 VERIFICATION STATEMENT GENERAL MOTORS COMPANY

Statement of Verification

Introduction

Stantec Consulting Ltd. (Stantec) was contracted by General Motors Company (GM) to conduct an independent third-party verification of a selection of greenhouse gas (GHG) and sustainability data assertions (the Assertions) for their Global Facilities.

In this work, GM was responsible for the collection of activity data used in the calculations, data management, completion of the calculations, and preparation of the report that contains the Assertions.

Stantec was responsible for planning and executing the verification to deliver a limited level of assurance opinion as to whether the Assertions are presented fairly and in accordance with the verification criteria. Stantec is accredited with the ANSI National Accreditation Board (ANAB), a member of the International Accreditation Forum (IAF), in accordance with ISO 14065 (Accreditation ID #0805 issued to Stantec Consulting Ltd. for GHG verification and validation).

Verification Fundamentals

The verification objectives, criteria, standards, level of assurance, materiality threshold, and period are presented in Table 1.

Table 1. General Motors Global Facilities – Verification Fundamentals

Parameter	Description
Intended User	The results of the verification will be used by GM for internal and external sustainability reporting, and for reporting to CDP and GRI. The users of this statement are GM, shareholders and the public.
Verification Objectives	The objective of the verification was to assess whether the GHG and sustainability data assertions (as presented in Table 2) for GM's 2021 operations are accurately prepared in accordance with appropriate criteria.
Verification Boundaries	The boundaries of the verification include GM owned and operated facilities within General Motors North America (GMNA), General Motors South America (GMSA) and General Motors International Operations (GMIO). A subset of these facilities has been excluded from the Assertions, and a list of these excluded facilities has been provided to Stantec and included in the detailed verification report for transparency.
Reporting Period	The verification was conducted for the period of January 1, 2021 to December 31, 2021.
Verification Criteria	Stantec has conducted sufficient and appropriate procedures to express a limited level of assurance opinion as to whether the GHG and sustainability data assertions for 2021 as quantified by GM satisfy the requirements of the following criteria: • ISO 14064 Greenhouses Gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals, 2006 • World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD), The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), March 2004 • WRI/WBCSD, Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard • WRI/WBCSD, GHG Protocol Scope 2 Guidance: An Amendment to the GHG Corporate Standard (2015) • CDP Guidance for the 2021 reporting year • GRI Sustainability Reporting Standards Consolidated Set (2021)

2021 VERIFICATION STATEMENT GENERAL MOTORS COMPANY

Stantec

Parameter	Description
Verification Standards	The verification was conducted in accordance with the following standards: • ISO14064-3: 2019 – Specification with guidance for the verification and validation of greenhouse gas statements • ISO 14065: 2020 – General principals and requirements for bodies validating and verifying environmental information • ISO/IEC 17029: 2019 – Conformity assessment – General principles and requirements for validation and verification bodies • AA1000 AccountAbility Assurance Standard (2020) • Stantec's Standard Operating Procedures developed for accreditation to ISO 14065
Level of Assurance	Limited
Materiality Threshold	Following best practice, the quantitative materiality threshold was set at 5%. The aggregate total of individual discrepancies (understatements and overstatements of total reported values) was compared against the 5% materiality threshold for each individual scope item. The materiality of qualitative discrepancies was at the discretion of the Verification Body, Stantec.

GHG and Sustainability Data Assertions

The GHG and sustainability data assertions are provided in Table 2.

Table 2. General Motors Global Facilities – 2021 GHG and Sustainability Data Assertions

Parameter	Assertion	Metric	Notes
Scope 3 Category 1 Purchased Goods & Services	38,440,493	Metric tonnes of carbon dioxide equivalent (tCO_2e)	
Scope 3 Category 2 Capital Goods	2,962,993	tCO_2e	
Scope 3 Category 3 Fuel & Energy Related Activities	252,913	tCO_2e	Natural gas distribution activities and transmission and distribution losses of electricity only
Scope 3 Category 4 Upstream Transportation	3,017,287	tCO_2e	
Scope 3 Category 6 Business Travel	9,434	tCO_2e	Air Travel Only
Scope 3 Category 9 Downstream Transportation	1,092,534	tCO_2e	
GRI 305-3 Total Scope 3 GHG Emissions	Category 1: 38,440,493 Category 2: 2,962,993 Category 3: 252,913 Category 4: 3,017,287 Category 6: 9,434 Category 9: 1,092,534	tCO_2e	

2021 VERIFICATION STATEMENT GENERAL MOTORS COMPANY

Stantec

Verification Opinion

Based on the processes and procedures completed, there is no evidence that GM's stated GHG and sustainability data assertions for the 2021 calendar year are not, in all material respects, fairly stated in accordance with the criteria noted herein.

Verifier's Independence, Impartiality, and Competence

Stantec provides this conclusion as an independent verifier. Prior to entering into an assurance agreement Stantec assesses for any real, potential, or perceived conflict. Stantec continues to monitor for compromised impartiality throughout the engagement. No real, potential or perceived conflicts of interest were identified throughout the course of this verification.

Stantec provides this Verification Statement to GM in accordance with our terms of agreement. Stantec grants GM license to use, disclose, and reproduce this Verification Statement without alteration or abbreviation. GM may refer to the GHG and sustainability data assertions as having been verified by Stantec as long as the conclusions in the Verification Statement are reasonably reflected. There is no time limit on the use of the Verification Statement. The language must be English. Stantec will not allow GM to reproduce its logo or any other proprietary marks separate to the unaltered final Verification Statement. This includes placing the Stantec logo on GM materials. Stantec does not permit the use of the Verification Statement in a manner that could mislead intended users or impair the reputation of Stantec.

Because of the inherent limitations in any verification, Stantec accepts no responsibility by use of a third party. Stantec has undertaken all assignments in its role as an independent verification body using professional effort consistent with ISO 14064:3. Stantec has assessed the 2021 GHG and sustainability data assertions for GM Global Facilities using reasonably ascertainable information. The assessment represents the conditions in the subject area at the time of the assessment. Stantec did not conduct direct GHG emissions monitoring or other environmental sampling and analysis in conjunction with this verification report. Stantec will retain all verification documents for a minimum of seven (7) years.

STANTEC CONSULTING LTD.

Gizem Gunal-Akgol, P.Eng
Lead Verifier
Environmental Services
Tel: (519) 569-8126

Daniel Hegg, M.Sc., CEM
Independent Peer Reviewer
Environmental Services
Tel: (250) 217-9729

Issued March 31, 2023 in Waterloo, Ontario, Canada

300 Renaissance Center

Detroit, MI 48265-3000

gmsustainability.com

Get in touch: gm.sustainability@gm.com